

PROFILE CARD

DESIGNATION:	Safety, Health, Environment & Quality (SHE&Q) Specialist
NAME:	Syed Jalal Abbas Jafri
FATHER'S NAME:	Syed Asghar Abbas Jafri
DATE OF BIRTH:	03-03-1989
MARITAL STATUS:	Married
QUALIFICATION:	MS Environmental Sciences
INSTITUTE/UNIVERSITY	University of Wollongong, Sydney, Australia
DATE OF JOINING PROJECT:	3 rd May 2021
SPECIALIZATION FIELD:	Health, Safety, Environment & Quality
PAY PACKAGE:	250,000
PERMANENT ADDRESS:	A-8 Yascenabad Block 9, F.B. Area, Karachi
PRESENT ADDRESS:	Same as above
TELEPHONE NOS/CELL NO:	N/A
E-MAIL ADDRESS:	Sheq.kmp.ylc@gmail.com



IN COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

1.	NEBOSH IGC 2020
2.	ISO 45001 (2018)
3.	ISO 14001-2015 (2017)

VISIT OUTSIDE THE COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

--	--

SERVICE PROFILE (APPOINTMENTS IN THE ORDER OF RECENT TO PAST):

S. NO.	APPOINTMENTS HELD	PERIOD	
		FROM	TO
1.	Lucky Motor Corporation Limited	Jan 2019	April 2021
2.	Indus Motor Company Limited	May 2017	Dec 2018
3.	EMC Pakistan Pvt. Ltd	March 2015	April 2017
4.	EMC Pakistan Pvt. Ltd	Jan 2011	Jan 2013



NO: FD(SR-I)10(1193)/2021
GOVERNMENT OF SINDH
FINANCE DEPARTMENT

Karachi, dated the 7th December, 2021

To,

The Accountant General of Sindh,

Karachi.

Subject: PAYMENT OF ARREARS OF PAY AND ALLOWANCES.

I am directed to refer to this Department's SOPs letter No.FD(E&A)9(58)/2017, dated 10th January, 2017, on the subject noted above and in pursuant to approval of Scrutiny Committee meeting held on 12th November, 2021, under the Chairmanship of Special Finance Secretary (SR/Admn), Finance Department, is hereby accords permission for the drawl of arrears of pay and allowances as per details given:-

Sr.	Name	Designation	Nature of Claim	Claim Period	Amount in Rs. (Gross)
1.	Syed Jalal Abbas Jafri <u>Per.No.10970772</u>	SHE-Q Specialist	Regular Salary	w.e.f. 03.05.2021 to 30.06.2021	Rs.483,870/-
2.	Mr. Zafar Iqbal <u>Per.No.10970566</u>	Contracts Management Specialist		w.e.f. 01.04.2021 to 30.06.2021	Rs.900,000/-
3.	Mr. Amir Hamza <u>Per.No.10970565</u>	Social Dev. Specialist		w.e.f. 01.04.2021 to 30.06.2021	Rs.1,050,000/-

2. The permission is subject to:

- Verification / Genuineness of the claim and of relevant documents.
- Re-calculation of the amount of arrears and payment to be made in two equal instalments, if amount is more than 0.5 million.
- Condition that genuineness of the appointment was verified from secretary concerned, before hiring / opening of IDs.
- Confirmation that incumbent has not availed above benefits against same period before.
- Deduction under applicable rules.
- Return the advice with recommendation (if any) in case any discrepancy / omission is found or rectification / addition / substitution is required.
- In case of any discrepancy / violation of the Policy / Rules, DDO / DAO concerned will be held responsible.

3. The expenditure involved will be met out within the budget grant under relevant head of account during the current financial year 2021-22.

NO: FD(SR-I)10(1193)/2021

A copy is forwarded for information to:-

- The Secretary, Transport & Mass Transit Department, Govt. of Sindh, Karachi.
- P.S to SFS(Admn/SR), Finance Department.
- The DDO / Director Administration & HR, Sindh Mass Transit Authority, Karachi.
- The Officers concerned.
- Master File.

(GHULAM ASGHAR SUHAG)
SECTION OFFICER (SR-I)

Karachi, the dated 7th December, 2021

15/12
All concerned.
SD

SECTION OFFICER (SR-I)

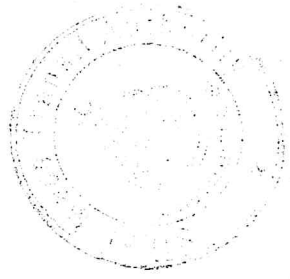


**GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT
DEPARTMENT**

NOTIFICATION

NO.KMP/SMTA/2021/L-200:-In pursuance of Offer Letter NO. PD/YLC/SMTA/2021/03/104 dated 8th March, 2021 Mr. Jalal Abbas Jafri S/O Syed Asghar Jafri is hereby joined against the post of "Safety, Health, Environment and Quality Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority on contract basis for the period of One (01) year (Extendable) w.e.f. 03-05-2021 till date 02-05-2022 with lump sum monthly remuneration amounting to Rs. 250,000/- (Two Hundred Fifty Thousand Rupees Only).

2. Terms and conditions will be followed




-IQTIDAR AHMED-
MANAGING DIRECTOR


NO.KMP/SMTA/2021/L 200

Karachi Dated the 20th May, 2021

A copy is forwarded for information to:-

1. The Accountant General, Sindh, Karachi.
2. Managing Director, SMTA, TMTD, GoS, Karachi.
- ~~3. Project Director, KMP, Yellow Line BRTs, GoS, Karachi~~
4. PS to Secretary, Transport & Mass Transit Department, Government of Sindh.
5. Officer concerned.
6. Master File.


Syed Yaqin Ali Shah
Director (Administration & HR) / DDO
Sindh Mass Transit Authority (SMTA)
Transport & Mass Transit Department
Government of Sindh


(SYED YAZIM ALI SHAH)
DEPUTY DIRECTOR
(ADMIN & HR)

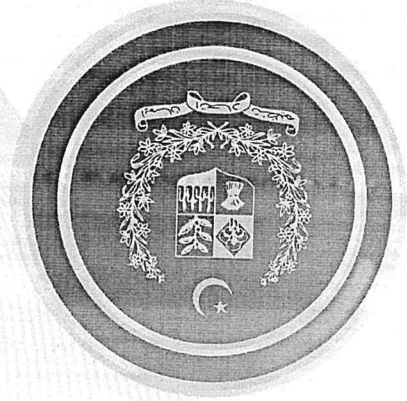


IMMUNIZATION CERTIFICATE FOR COVID-19

Name Syed Jalal Abbas Jafri
Date of Birth 03-03-1989 CNIC No. 42101-6541114-1
Nationality Pakistan Passport No. BA8521141
Vaccination Name Sinopharm Recommended Dosage 2
Status Fully Vaccinated

has been administered following COVID-19 vaccine:

Vaccine or prophylaxis	Date	Name of Health Center	Vaccine manufacturer & batch No.
01.	07-06-2021	Expo Center Karachi	Sinopharm, China National Pharmaceutical Group Co., Ltd 2021030324
02.	29-06-2021	Expo Center Karachi	Sinopharm, China National Pharmaceutical Group Co., Ltd 2021050712



Certificate No. FK6503936



Issue Date: 29-07-2021

Scan for more details



Signature

PROFILE CARD

DESIGNATION:	Safety, Health, Environment & Quality (SHE&Q) Specialist
NAME:	Syed Jalal Abbas Jafri
FATHER'S NAME:	Syed Asghar Abbas Jafri
DATE OF BIRTH:	03-03-1989
MARITAL STATUS:	Married
QUALIFICATION:	MS Environmental Sciences
INSTITUTE/UNIVERSITY	University of Wollongong, Sydney, Australia
DATE OF JOINING PROJECT:	3 rd May 2021
SPECIALIZATION FIELD:	Health, Safety, Environment & Quality
PAY PACKAGE:	250,000
PERMANENT ADDRESS:	A-8 Yaseenabad Block 9, F.B. Area, Karachi
PRESENT ADDRESS:	Same as above
TELEPHONE NOS/CELL NO:	N/A
E-MAIL ADDRESS:	Sheq.kmp.ylc@gmail.com



IN COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

1.	NEBOSH IGC 2020
2.	ISO 45001 (2018)
3.	ISO 14001-2015 (2017)

VISIT OUTSIDE THE COUNTRY (TRAINING / COURSES) WITH DATE (IF ANY)

--	--

SERVICE PROFILE (APPOINTMENTS IN THE ORDER OF RECENT TO PAST):

S. NO.	APPOINTMENTS HELD	PERIOD	
		FROM	TO
1.	Lucky Motor Corporation Limited	Jan 2019	April 2021
2.	Indus Motor Company Limited	May 2017	Dec 2018
3.	EMC Pakistan Pvt. Ltd	March 2015	April 2017
4.	EMC Pakistan Pvt. Ltd	Jan 2011	Jan 2013



No. SMTA/AG-SINDH(CAAVD)/2021/L-244
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT
Karachi Dated: 25th June, 2021

SAY NO TO CORRUPTION

To,

The Accounts Officer (CAA-VI),
Office of the Accountant General Sindh,
Karachi.

SUBJECT: FO1 FORM FOR THE PROJECT STAFF OF BRT YELLOW LINE PROJECT

Ref: Letter No. CAA-VI/FO1/SMTA/254 23rd June 2021

With reference to your letter mentioned above and the Minutes of Meeting of Recruitment Committee (**Annexure-A**). The names of selected / recommended candidates were shared with the World Bank on 26-01-2021 (**Annexure-B**) on the same date. The Task Team Leader, World Bank, Mr. Said Dahdah responded via email that they bank will respond later. The Task Team Leader, World Bank in an email dated 03-02-2021 stated that they will provide response once they complete their internal deliberation over the candidate Jibran Kidwani.

On 5th February, 2021 the Task Team Leader, World Bank informed via email that the Bank intends to talk 2nd & 3rd Candidates (**Annexure-C**) for the position of SHE&Q Specialist. Accordingly, interviews were held on 12-02-2021.

On 17th February, 2021 the Bank responded via email that it has No Objection on appointment of Mr. Jalal Abbas Jafri, (3rd Candidate) for the position of SHE&Q Specialist (**Annexure-D**). Pursuant the No Objection received from the World Bank a Note moved to Secretary, TMTD for approval of Mr. Jalal Jafri as SHE&Q Specialist which the worthy Secretary, TMTD pleased to approve on 23-02-2021 (**Annexure-E**).

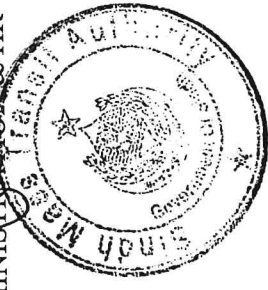
In light of above paragraphs the case of Mr. Jalal Abbas Jafri may proceed for issuance of FO-1 form for issuance of personnel number and further release of salaries.

Your cooperation in this regard will be appreciated.

A copy is forwarded for information to:-

1. Project Director, BRT Yellow Line, GoS, Karachi.
2. PS to the Managing Director, SMTA, Karachi.
3. Master File.

DIRECTOR)
ADMINISTRATION & HR



21



Project Director <pd.kmp.ylc@gmail.com>

PMT Specialists - No Objection

Wed, Feb 17, 2021 at 3:45 PM

Said Dahdah <sdandah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Dear Mr. Imran,

Based on the information provided and your interview feedback for the 3 candidates, we have no objection for selecting Mr. Jalal Abbas Jafri for the Environmental, Health and Safety Specialist position of the PMT. I already sent you our no objection for the other 3 candidates, these are as follows:

- Ms. Huma Ashar as Gender Specialist
- Mr. Amir Hamza as Social Development Specialist
- Mr. Malik Zafar Iqbal as Procurement and Contract Management Specialist

We propose that their remuneration is between 250k and 300k PKR depending on their experience and qualification. So the ones with more experience and higher academic qualification you pay them close to 300k, and the others with less experience you pay them close to 250k.

Please let me know if you have any question and once you have the information please let me know about their joining date. Let's make sure you sign their contract asap because some may need to give 1 month notice.

Best regards

Said



SERVICES HOSPITAL GOVERNMENT OF SINDH KARACHI

NO. SHK/MED/PFI/

1677 Dated 20-05-2021

Ref No* SMTA/ML-KMP/2021 DATED: 06/05/2021

Medical Fitness Certificate

I / We hereby certify that I/We have examined Mr./Mrs./Miss. JALAL ABBAS JAFRI

S/O SYED ASGHAR JAFRI

a candidate for employment in the

TRANSPORT & MASS TRANSIT

Department and cannot discover that he

/she has any disease, constitutional weakness or bodily infirmity except

concurrent vision

no given

I / We do not consider this a disqualification for employment in

the office of

HEALTH SAFETY ENVIRONMENT & QUALITY SPECIALIST



His age is, according to his/her own statement

31 1/2 YEARS

and by appearance about

thirty two years.

Mark of Identification: Scar on fore head

C.N.I.C No. 42101-6541114-1

Dr. Asad **CIVIL SURGEON**
MEDICAL SUPERINTENDENT
SERVICES HOSPITAL & CIVIL SURGEON
KARACHI. A.N.A



No. SMTA/BANK-ACC/2021
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 18th May, 2021

To,

The Branch Manager,
Sindh Bank,
Kehkashan Branch, Clifton,
Karachi.

SUBJECT: OPENING - SALARY ACCOUNT

This is to certify **Mr. Jalal Abbas Jafri S/O Syed Asghar Jafri**, has been appointed as “**Health, Safety, Environment and Quality Specialist**” in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), Transport & Mass Transit Department (TMTD), Government of Sindh. It is requested to open his Bank Account for to transfer salary of the said employee.


**DEPUTY DIRECTOR
ADMINISTRATION & HR**

A copy is forwarded for information and necessary action to:-

1. PD, KMP, Yellow Line BRTs, GoS, Karachi.
2. Director (F&A), SMTA, Karachi.
3. PS to the Managing Director, SMTA, Karachi.
4. Master File

Deputy Director,
Administration and HR,
Sindh Mass Transit Authority
Transport and Mass Transit Department
Government of Sindh,
Karachi.

May 18, 2021

SUBJECT: OPENING – SALARY ACCOUNT

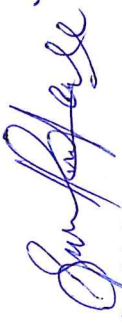
Dear Sir,

I am in receipt of your letter reference number SMTA/BANK-ACC/2021, dated May 18, 2021 regarding opening of salary account in Sindh Bank.

This is to bring in your kind notice that the undersigned is maintaining an account in Standard Chartered, Shahrah-e-Faisal Branch Karachi and would like to request you to please consider the same account for the transfer of salary. A cheque of the said account is hereby enclosed for further details.

Should you have any queries, please feel free to contact the undersigned.

Sincerely,



Syed Jalal Abbas Jafri
Safety, Health, Environment & Quality Specialist
Sindh Mass Transit Authority
Karachi Mobility Project, Yellow Line BRTS,
Contact No. 03010212868

Ref No.

0556



Standard Chartered Bank (Pakistan) Limited

STANDARD CHARTERED BANK (PAKISTAN) LIMITED
KARACHI - PAKISTAN (BR CODE : 0027)

Cheque No 56020556

--	--	--	--	--	--	--	--	--	--

Date

Pay _____ or bearer

Rupees

PKR

PK97 SCBL 0000 0017 0976 2501
SYED JALAL ABBAS JAFRI

Please do not write below this line.

Signature

⑈56020556⑈0380027⑈0000001709762501⑈0000⑈



SERVICES HOSPITAL GOVERNMENT OF SINDH KARACHI

NO.SHK/MED/PFI// 1077 Dated 20-05-2021

Ref No* SMTA/ML-KMP/2021 DATED: 06/05/2021

Medical Fitness Certificate

I / We hereby certify that I/We have examined Mr./Mrs./Miss JALAL ABBAS JAFRI
S/O SYED ASGHAR JAFRI a candidate for employment in the
TRANSPORT & MASS TRANSIT Department and cannot discover that he
/she has any disease, constitutional weakness or bodily infirmity except Caricature in skin
re: glaucoma I/We do not consider this a disqualification for employment in
the office of HEALTH SAFETY ENVIRONMENT & QUALITY SPECIALIST



His age is, according to his/her own statement 31 1/2 YEARS
and by appearance about Thirty four years.

Mark of Identification: Scar on face head

C.N.I.C No. 42101-6541114-1

[Signature]
CIVIL SURGEON
MEDICAL SUPERINTENDENT
KARACHI
SERVICES HOSPITAL
KARACHI A.N.A.



No. SMTA/BANK-ACC/2021
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

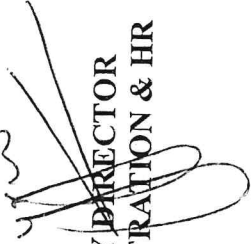
Karachi Dated: 18th May, 2021

To,

The Branch Manager,
Sindh Bank,
Kehkashan Branch, Clifton,
Karachi.

SUBJECT: OPENING - SALARY ACCOUNT

This is to certify **Mr. Jalal Abbas Jafri S/O Syed Asghar Jafri**, has been appointed as “**Health, Safety, Environment and Quality Specialist**” in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), Transport & Mass Transit Department (TMTD), Government of Sindh. It is requested to open his Bank Account for to transfer salary of the said employee.


DEPUTY DIRECTOR
ADMINISTRATION & HR

A copy is forwarded for information and necessary action to:-

1. PD, KMP, Yellow Line BRTs, GoS, Karachi.
2. Director (F&A), SMTA, Karachi.
3. PS to the Managing Director, SMTA, Karachi.
4. Master File

Deputy Director,
Administration and HR,
Sindh Mass Transit Authority
Transport and Mass Transit Department
Government of Sindh,
Karachi.

May 18, 2021

SUBJECT: OPENING – SALARY ACCOUNT

Dear Sir,

I am in receipt of your letter reference number SMTA/BANK-BANK-ACC/2021, dated May 18, 2021 regarding opening of salary account in Sindh Bank.

This is to bring in your kind notice that the undersigned is maintaining an account in Standard Chartered, Shahrah-e-Faisal Branch Karachi and would like to request you to please consider the same account for the transfer of salary. A cheque of the said account is hereby enclosed for further details.

Should you have any queries, please feel free to contact the undersigned.

Sincerely,



Syed Jalal Abbas Jafri
Safety, Health, Environment & Quality Specialist
Sindh Mass Transit Authority
Karachi Mobility Project, Yellow Line BRTS,
Contact No. 03010212868

D564316



M. SULAIMAN RUTT STAMP VENDOR

Lic. No. 21.15-2-A, UK Sadore 5th Flr, F-6 Area, Karachi

S. NO. 043991

DATE 05 MAR 2024

ISSUED TO WITH ADDRESS

THROUGH WITH ADDRESS

PURPOSE

Value Rs.

Stamp Vendor Signature

ADVOCATE HIGHCOURT
AMIR FAZALI

RUPEES TWO HUNDRED ON

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f. 17-03-2024, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Syed Jalal Abbas Jafri, hereinafter referred as the 'Individual Specialist' Safety, Health, Environment & Quality Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

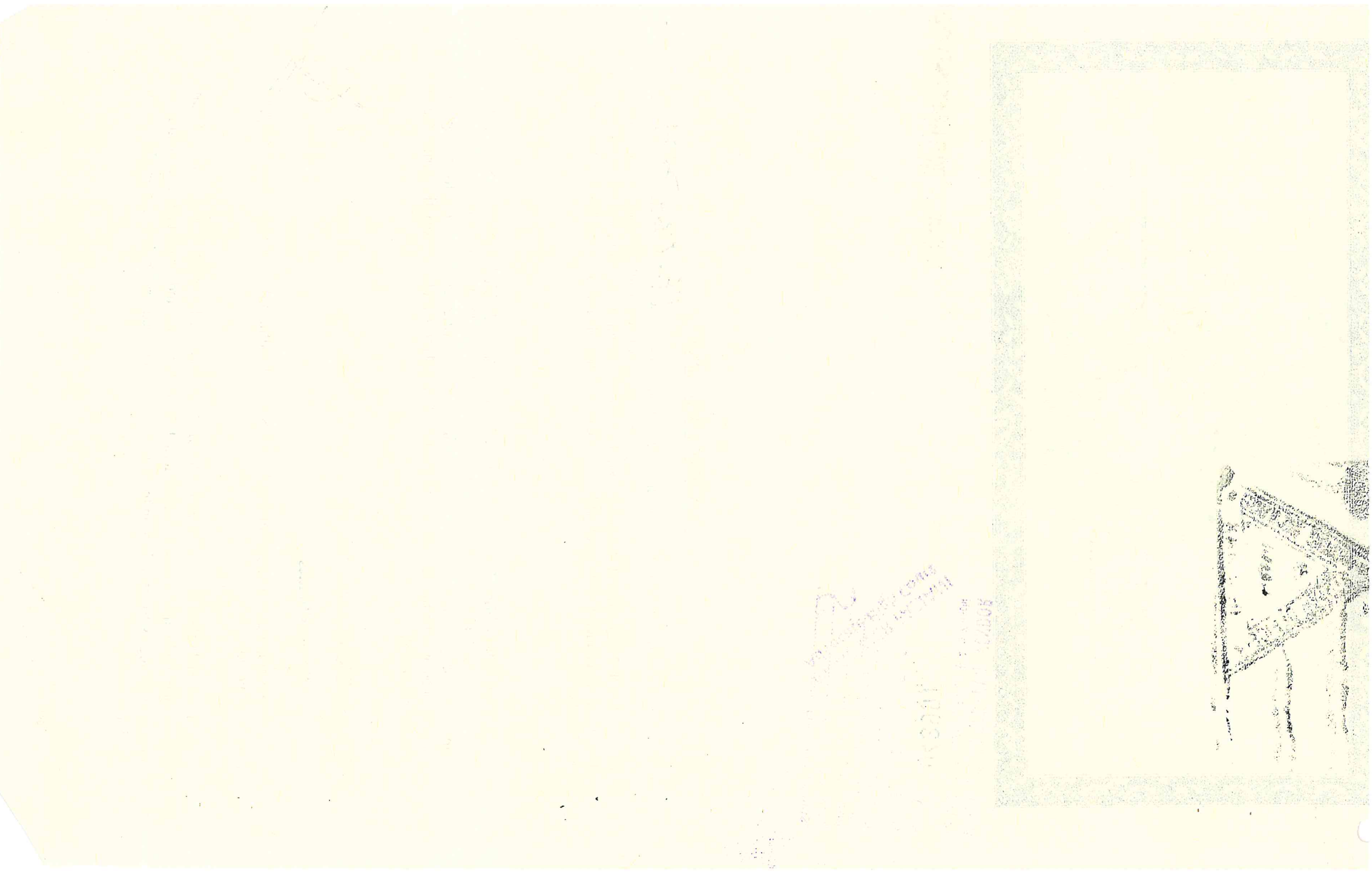
TERMS OF REFERENCES:

A- Key Responsibilities

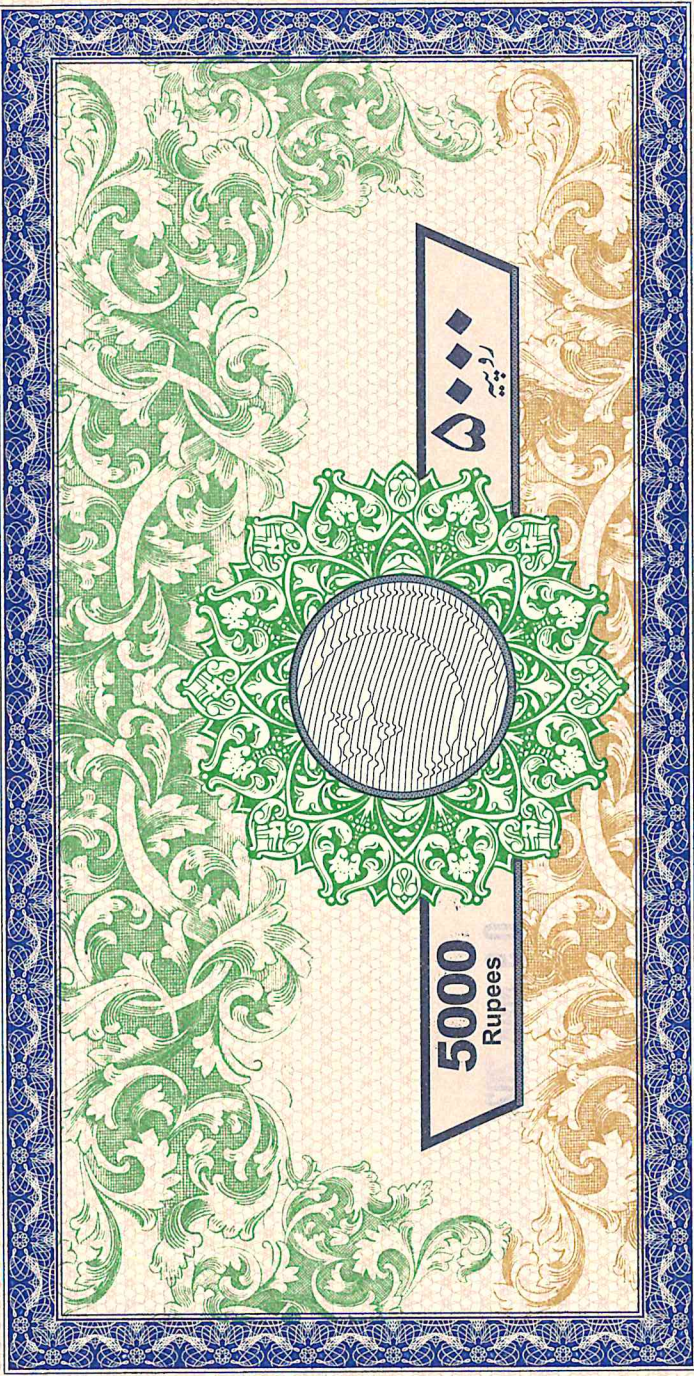
The major areas of responsibility for the Safety, Health, and Environment & Quality Specialist include:

The SHE&Q Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority and Projects it is managing and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free for all citizens.

Shubh



404549



(RUPEES FIVE THOUSAND ONLY)

DIARY OFFICE CITY COMMISSIONER, NANGAL

Issued to: S. Kaur, B.A. 2nd yrCHIC/LEG No. 12/12/16A/c D.S.R. No. 12/12/16 Dt. 4-3-21On behalf of: Chaitan No. 2222 Dt. 4-3-21

for the purpose of

Entry No. 13 Dt. 4-3-21

The SHE&Q will have overall responsibility for ensuring SMTA's operations and development projects and will comply with all applicable federal and provincial laws, regulations, environmental policies and standards from the respective development partners that may finance or otherwise support these operations and projects.

B- KEY TASKS

- Serve as a focal person for the continuous improvement of comprehensive Environmental Health, Safety, and quality processes, procedures and programs; effectively communicate challenges, successes, and areas of concern with management when potential hazards and risks are identified in all areas of the BRT Corridors.
- Serve as a technical expert to advise management team and supervisors on the best methods to resolve SHE&Q concerns including engineering controls, administrative, and personal protective equipment.
- Evaluate and analyze trends, barriers to performance of safe work and root causes of accidents on bus stations, pedestrian crossings, bus routes, bus stops; develop action plans to control or eliminate organizational barriers and/or hazards in the workplace and corridor.
- Conduct workplace audits and inspections to identify and alleviate environmental factors and stresses affecting or potentially affecting the health and safety of employees; conduct ergonomic or this specific assessments; recommend equipment, procedures, assignments or others actions to alleviate identified problems or concerns.

- Ensure the EMPs, health, safety plans and requirements are fully incorporated and embedded in bidding documents and civil works contracts as appropriate to ensure these requirements are fully budgeted for and implemented during construction.
- Perform other such duties that may be assigned from time to time.

DEMONSTRATION OF CORE COMPETENCIES:

- Strong knowledge of principles and practices of corporate sector, SHE&Q program management and administration.
- Knowledge of Federal, Provincial, and local laws, standards, regulations, and policies pertaining to environmental health and safety.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Ability to identify unsafe working conditions and to practice through on-site inspections.
- Ability to conduct accident and injury investigations and to undertake environmental health investigations and mitigation programs.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

TERMS & CONDITIONS:

WHISEAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Syed Jalal Abbas Jafri** as Safety, Health, Environment & Quality Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

~ 1 M

9c

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from -----

----- only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II) . No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project; (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: Remuneration:

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.
- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA:** - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

21/10

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains absent from duty and fail to intimate/ inform his/his reporting officer for more than 5 days his/his contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with him. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.



95

Clause #VII: The individual Specialist acknowledges that all information with respect to Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting him at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREEOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,

Dated: 17-03-2021

SIGNED BY: _____

Full Name and CNIC NO: SYED JALAL ABBAS JAFRI
(CNIC # 42101-6541114-1
0301-0212868)

SIGNED BY: _____

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

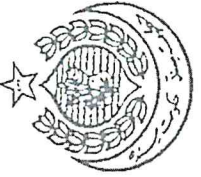
Muhammed YOUSUF Noman (42101-7566001-7)

DIRECTOR INFRASTRUCTURE PROJECTS, SMTA

17 March 2021

WITNESS# 2: Signature with Name, Designation & CNIC No.

Syed Yagim Ali Shah (42301-9260951-5)



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/2021/03/104

Karachi Dated: March 8th, 2021

To,

Syed Jalal Abbas Jafri s/o Syed Asghar Abbas Jafri,
House No. A-8, Yaseenabad, Block-9, F.B Area,
Karachi.

SUBJECT: OFFER OF APPOINTMENT AS "SAFETY, HEALTH, ENVIRONMENT & QUALITY SPECIALIST" IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY (SMTA).

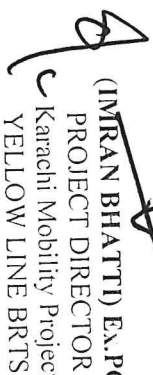
With the approval of Competent Authority, you are hereby offered the role of "Safety, Health, Environment & Quality Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA) on contract basis for the period of One (01) year (Extendable) with monthly remuneration amounting to Rs. 250,000 (Two Hundred Fifty Thousand Rupees) lump sum on the following terms and conditions:-

- i. You will undergo a medical examination (contract basis) and your contract appointment will be subject to the condition that you are declared medically fit by the competent medical authority.
- ii. You will be on Probation for a period of three (03) months with effect from the date of joining, during which your performance will be monitored and evaluated.
- iii. Your services will be purely on contract basis. You will not be entitled to any government benefits like pension, golden handshake, etc.
- iv. Your conduct amounting to malfeasance, misfeasance and nonfeasance shall make your contract liable to termination. Specifically, your performance lapses during the course of contract period, breach of terms and conditions of this contract and general policies and regulations and/or misconduct will render your contract liable to termination, forthwith, without resort to any formal proceedings.
- v. In case of your tendering resignation, you will not leave the charge of your post unless and until your resignation is formally accepted.

- vi. This letter of appointment will accompany, and form part of a set of documents regarding, *inter alia*, contract agreement together with the terms and conditions of your employment and the Project's policy on various matters; which policies may, from time to time, be altered or amended by the SMTA at its discretion.
- vii. In case you are interested to offer your services beyond the completion of instant contract term, you may put a request in writing at least 45 days prior to completion of contract term.
- viii. Failing to join or expressing your interest, the role would be offered to the next evaluated candidate.

2. If you accept the offer on the terms and conditions specified in the contract agreement, you should report for duty to Project Director, Yellow Line BRTS (Karachi Mobility Project) within seven (07) days of the issuance of this offer letter. Failing, which it will be presumed that you are not willing to accept it which will be cancelled without any notice.




(IMRAN BHATTI) E.A.PCS
PROJECT DIRECTOR
Karachi Mobility Project
YELLOW LINE BRTS

A copy is forwarded for information to:

1. The Secretary, Transport& Mass Transit Department, GoS, Karachi
2. The Managing Director, Sindh Mass Transit Authority, GoS, Karachi
3. Master File.

To,

May 3rd, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

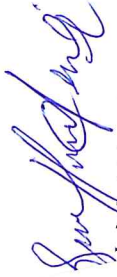
Subject: JOINING REPORT FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT
& QUALITY SPECIALIST WITH EFFECT FROM 3RD MAY, 2021.

Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 dated March 8, 2021, I the undersigned, bearing CNIC NO: 42101-6541114-I do hereby submit my joining report with immediate effect as Safety, Health, Environment & Quality Specialist in Sindh Mass Transit Authority (SMTA) with effect from Monday, May 3rd, 2021.

Therefore, kindly consider my joining w.e.f **May 3rd, 2021.**

Best Regards



Jalal Abbas Jafri,
Health, Environment & Quality Specialist
Mass Transit Authority
: 0301-0212868



No. SMTA/ML-KMP/2021
GOVERNMENT OF SINDH
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi Dated: 6th May, 2021

To,

The Medical Superintendent,
Services Hospital,
Karachi.

SUBJECT: OFFER OF APPOINTMENT AS "HEALTH, SAFETY, ENVIRONMENT AND QUALITY SPECIALIST" ON CONTRACT BASIS IN KARACHI MOBILITY PROJECT, SINDH MASS TRANSIT AUTHORITY, TRANSPORT & MASS TRANSIT DEPARTMENT, GOS

I am directed to refer to the subject noted above and to state that Mr. Jalal Abbas Jafri S/O Syed Asghar Jafri has been appointed as a "Health, Safety, Environment and Quality Specialist" in Karachi Mobility Project, Sindh Mass Transit Authority (SMTA), vide Offer Letter No. PD/YLC/SMTA/2021/03/104 dated 8th March 2021 on contract basis (copy enclosed).

2. It is, therefore, requested that he may be medically examined and issue medical fitness report.



DEPUTY DIRECTOR
ADMINISTRATION & HR

A copy is forwarded for information:-

1. Project Director, Karachi Mobility Project, BRT Yellow Line.
2. PS to the Managing Director, SMTA, Karachi
3. Master File.

87



THE WORLD BANK
A WORLD BANK GROUP

January 20, 2020

Mr. Syed Awais Qadir Shah
Minister
Transport & Mass Transit Department
Government of Sindh
Karachi

[Handwritten signature]
311

Dear Mr. Shah:

Subject-Karachi Mobility Project "Yellow Bus Rapid Transit Corridor"
Detail Designs/Supervision Consultant and Project Management Team

I would like to thank you for the meeting that took place in Karachi on January 16th to discuss the launch of the implementation of the Karachi Mobility Project. The Loan Agreement of the Project (8995-PK) was signed and became effective on November 26, 2019.

As agreed, I would like to request your close attention to the following critical issues, so the Project is on track for implementation as per the project agreement:

- Publication of the Expression of Interest for the Detail Designs and Supervision Consultant by January 24, 2020.
- Assignment of a Project Director by February 15, 2020 to lead the Project Management Team. Please share with us the notification of the Project Director once issued so we take note of it.
- Hiring of six specialist positions from the market and on competitive basis to form the Project Management Team by March 31, 2020. These are: Procurement, Financial Management, Environment, Social, Gender and Communications specialists whose jobs description have been agreed with SMTA several months ago. These positions will be funded from SMTA's budget. Please share with us the advertisement of these positions once published.
- Additional engineering and technical staff may be hired as per PC-1 requirement before commencement of civil works and taking into consideration the results of the ongoing batch recruitment that SMTA is doing in order to avoid duplication of hiring.

Once again, I thank you for your commitment to this Project and I look forward to continuing our support to the Government of Sindh in implementing a world class mobility system in Karachi that will be a model for other mega cities around the world.

Sincerely yours,

[Handwritten signature]

Said Dahdah
Senior Transport Specialist
Task Team Leader

No. PS/SEC/1	319
Date	23/01/2020
T.M. & T. DEPT.	



implement the Project, rather than setting up an exclusive standalone Project Implementation Unit.

32. Stakeholder consultation and an effective communication strategy will be critical. The Project has carried out extensive consultations with all stakeholders, including KMC, KDA, Transport Itihad, Korangi Association of Trade and Industry (KATTI), local administration, Non-Government Organizations (NGO) and others, and will continue stakeholder engagement throughout Project implementation.

III. IMPLEMENTATION ARRANGEMENTS

A. Institutional and Implementation Arrangements

33. Implementation period of the Project is planned for six and a half (6.5) years (July 2019 to December 2025).
34. The Project's Implementation Arrangements cannot be designed in isolation of the existing institutional arrangements in the urban transport sector. SMTA remains a nascent and understaffed authority, and needs support to be able to plan, design, implement and manage mass transit systems in Karachi and other cities of Sindh. Its organogram shows 69 professional positions, of which only 19 have been filled.
35. International experience finds that SMTA should focus on defining a policy for transport integration in Sindh, including regulations, strategic planning, and design of mass transit systems. For this, SMTA shall select staff with the required background who will be further trained to implement these activities throughout the Project lifecycle. SMTA may delegate some of its functions to TransKarachi, especially the management of the operations and maintenance of the mass transit corridors once they are built.
36. Project oversight will be the responsibility of the SMTA Board. A separate Project Steering Committee is not envisaged as all concerned stakeholders are already part of the SMTA Board. The Board may co-opt any person as a Member of the Board for any particular purpose, but such person shall not have right of vote. SMTA and Sindh Transport and Mass Transit department will ensure meetings of SMTA Board are held regularly i.e. at least once a month for the first year of Project implementation.
37. The Project does not envisage a separate standalone Project Implementation unit. An internal Project Management Team (PMT) comprising of existing SMTA staff will be notified and will be supported by management and technical consultants as necessary. This arrangement will allow the Project to build SMTA's capacity, which is not possible with a Project Implementation Unit (PIU) model that is normally staffed with individual consultants. The Project Management Team will consist of staff from the Directorates of Planning, Projects, Bus Operations, ITS and Business Development. The Project Director is expected to be notified before no later than one month after Project effectiveness. SMTA has already started the process of hiring key positions including specialists on Environment, Communications and Gender, and Secretary of Board. Moreover, SMTA plans to continue the recruitment process by onboarding social, procurement, financial and contract management specialists. All the above positions will be filled no later than one month after Project effectiveness. Additional engineering and technical staff will be hired as per requirement before commencement of civil works.

38. The Project Management Team will receive support from a dedicated infrastructure Project

Project's objectives; and (b) overall Project performance against Project monitoring indicators. A Mid-Term Review will be undertaken not later than 36 months after Effectiveness to more comprehensively assess implementation progress and set out any measures to ensure continued efficient implementation and the achievement of the PDO by the Project's closing date.

C. Sustainability

45. The PPP arrangements for the operations and maintenance of the BRT system will ensure sustainability of quality services delivered by private operators. A Concessionaire will be selected through an international competitive bidding process to finance, operate and maintain bus operation and ITS services and to manage the stations along the Yellow Corridor. The World Bank may also offer a credit enhancement to the prospective bidders for the (Operations and Management) O&M contract in the form of a payment (and/or loan) Guarantee, which will lower the risk and widen the competition, thus contributing to the long-term financial sustainability of the system.

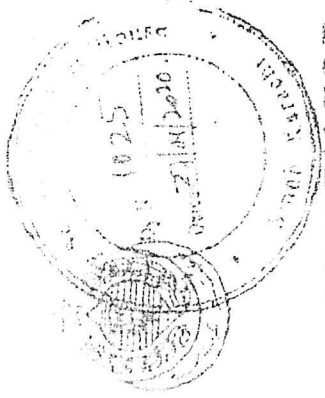
46. The Project infrastructure will be disaster and climate resilient. The structures will conform to the relevant codes related to earthquake zoning and will also ensure adequate surface and sub-surface drainage is built into the infrastructure design to cater to any potential flooding. Weather resistant material will be used for the road construction. The paving material will be such that it will withstand extreme weather conditions of heavy rains and high temperatures. The surface material will be specially selected to resist water and prevent it to be washed away. Storm water drainage system will be constructed along the corridor to avoid flooding of the road. The capacity of the drainage system is designed in anticipation with extreme weather conditions predicted under international climate change models for Karachi region to cater for maximum storm water runoff.

47. The proposed Project will focus on climate change adaptation and mitigation measures and other environmental Co-Benefits. It will shift road users from polluting transport modes (e.g. old, poorly maintained buses and motorcycles) to lower carbon modes (e.g. cleaner BRT buses and non-motorized transport) and ensure better traffic flow, and use climate-resistant material for road construction, an appropriate drainage system and incorporate features at Stations to attenuate heat waves. It will also reconstruct the existing Jam Sadiq bridge crossing the Malir river and will construct a new one parallel to it doubling the road link's capacity. Similarly, it will reconstruct the southern side of the Kala-Pull bridge.

48. A storm water drainage system will be constructed for the underpasses. The underpass roads will be sloped to collect water at grates that will lead to the drainage pipe and collection pits. Submersible pumps will be installed at the collection pits to discharge storm water to the nearby storm water drain network. A set of submersible pumps will also be added to serve as backup pumps. The capacity and the number of collection pits and submersible pumps will be computed based on extreme weather conditions predicted under international climate change models for Karachi region. Generators will be installed at each underpass as a power backup for the submersible pumps because of power outage issues during rainy season.

49. The Project is also ensuring institutional sustainability by building capacity within the SMTA. The Project will be implemented through SMTA's staff, rather than setting up a separate Project implementation unit. This will ensure long term ability of SMTA to implement and manage other mass transit Projects in Karachi and other cities in Sindh.

83



GOVERNMENT OF SINDH,
TRANSPORT & MASS TRANSIT
DEPARTMENT

Summary No. 61, dated 24-01-20

SUMMARY FOR CHIEF MINISTER, SINDH

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY
PROJECT (YELLOW LINE BRTS)

The World Bank team carried out the Appraisal mission during the period April 20th to May 3rd 2019. It was proposed by the World Bank mission that the current strength of SMTA human resource is not meeting the demand of increasing work load undertaken by the Sindh Mass Transit Authority. With the current meager technical resources the SMTA has taken various initiatives for development of BRTS projects that include Orange, Yellow, Red Line, VICS, Construction of Bus terminals, Inter and intercity and mega KCR project.

In view of the above, circumstance as stated above, it is proposed by the World Bank team that the services of below mentioned Individual Consultants/ Specialist that include professional staff may be hired on contractual basis for period of one (1) year (on market base salary) initially on performance basis to smoothly complete the project. The letter from World Bank is at (Annexure-I).

S.#	Description of Professional
1	Environmental Specialist
2	Communication Specialist
3	Gender Specialist
4	Social Specialist
5	Procurement / Contract Management Specialist
6	Financial Management Specialist

The Terms of Reference (ToRs) and key responsibilities of these specialists are given and discussed with the World Bank team (Annexure-II). The requirements of these specialist positions are mentioned in the Project Appraisal Document (Para 37). (Annexure-III). The World Bank has emphasized on the urgency of hiring these positions.

At per Aide-memoire document signed between World Bank and Sindh Mass Transit Authority (SMTA), wherein, it is responsibility of SMTA to hire the services of above mentioned Specialists/Consultants at (Annexure-IV)

The Honorable Chief Minister, Sindh may like to approve para-2/n above

[Handwritten signature]

(GHULAM-ABBAS DETHO)
Secretary to Government of Sindh

5. MINISTER, TRANSPORT & MASS TRANSIT

6. CHAIRMAN, (P&D) BOARD.

7. SECRETARY, FINANCE DEPT.

8. CHIEF SECRETARY, SINDH

9. CHIEF MINISTER, SINDH

OUTWARD
PS MIN 184/11/07

No. 61 Date 27/11/07

No. PS/Chairman P&D/Secy/Min
Inward 23 Date 30/11/2007

Outward # _____ Dated _____

Memorandum P&D
No. 95 Date 30/11/2007

No. 85-5-1
Date 20/12/07

[Handwritten initials]

29 2 GOVERNMENT OF SINDH FINANCE DEPARTMENT

8. HIRING OF INDIVIDUAL CONSULTANT FOR URBAN MOBILITY PROJECT (YELLOW LINE BRTS)

Transport & Mass Transit Department has proposed the hiring of individual consultants specialists for six positions on contractual basis for the implementation of urban mobility project (Yellow Line BRTS)

However, Transport & Mass Transit Department has not clearly reflected whether these consultants/ specialists will be staffed in Sindh Mass Transit Authority's core operational team or will be hired temporarily for implementation of Yellow Line BRTS only.

Finance Department is of view that as per Para-4 of Summary, Sindh Mass Transit Authority may be allowed to hire the services of Individual Consultants/ Specialist from its own resources within existing budgetary allocation of Rs.200.00 million, after fulfilling all requisite procedural formalities.

Honourable Chief Minister, Sindh may like to approve para-9 above.

(SYED HASSAN NAQVI)
SECRETARY FINANCE

CHIEF SECRETARY SINDH

CHIEF MINISTER SINDH

Para 9 is approved.

SUMMARY SECTION

CM'S OFFICE NO. 1013
DATE: 29.04.2020

PS TO CS SINDH
20
DATED 19/3/2020

1782
27/4/2020

29/4/20

CS

By Transport,

Please see memo to

Advise the services of Consultant

1/4/20

27/4/2020

RECEIVED IN CS HOUSE
#1411
DATED 29/04/2020

28/4/2020

**GOVERNMENT OF SINDH
PLANNING & DEVELOPMENT
DEPARTMENT**

**SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS FOR URBAN MOBILITY
PROJECT (YELLOW LINE BRIS)**

The Working Bank loan for the project has been effective from 26th November, 2019 (Annexure-V) and the Sindh Mass Transit Authority has invited EoI for procurement of Consultancy Services for the preparation of detail design (Annexure-VI). To run the affairs of project smoothly, the proposal of Transport & Mass Transit Department at para-2 of the conditions of contract laid basis for one year may be considered for approval.

For P.S. Chairman, P.A. (H) (H) (H)
Dated 28/01/2020
Forwarded to 38 dated 28/01/2020

7. SECRETARY, FINANCE

8. CHIEF SECRETARY, SINDH

9. CHIEF MINISTER, SINDH

2
(Muhammad Waseem)
Chairman
Planning & Development Board

SUPPLY/DYNO 35 02-03-2020
PLANNING & DEVELOPMENT
DEPARTMENT

Secretary Finance (G.O.S. Summary) (H)
File No. 106/80
Date 28/01/2020

2/10



GOVERNMENT OF SINDH
Karachi Urban Mobility Project
(YELLOW LINE BRTS)
"SINDH MASS TRANSIT AUTHORITY"
TRANSPORT & MASS TRANSIT DEPARTMENT

No. PD/YLC/SMTA/20/2020

Karachi Dated: November 05, 2020

NOTE FOR THE SECRETARY **TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH**

SUB: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI URBAN MOBILITY PROJECT, YELLOW LINE BRTS.

Pursuant to approval accorded by your good office as at paragraph 10 on Yellow Line BRTS, SMTA's Note of even No. dated 27-10-2020 (Annexure-A), A detailed information regarding the selection process and hiring of candidates for the roles of Financial Management Specialist (FMS), Procurement/ Contract Management Specialist (PCMS) and Communication Specialist (CS) was communicated to the Task Team Leader (TTL) of World Bank vide email dated 20-11-2020, beside email communication the World Bank team was also engaged to have final words with the selected candidates. Based on the conversation with the selected candidates the bank suggested to re-advertise the PCMS position in addition the bank also recommended Mr. Javaid Islam (candidate no. 3 in order of merit) for the position of FMS instead of Miss Kanza Aslam Memon. The reason to decline her selection was the Bank's Policy to not hire any employee who is already working on similar nature of assignment with the bank, so other projects do not suffer due to employee leaving the project / assignment. Accordingly, Miss Kanza Aslam is working as Internal Auditor with additional charge of FMS in Karachi Neighborhood Improvement Project (KNIP) and Mr. Sanjay Kumar (No. 2 in order of merit) is working as FMS in federal EPI Cell, Ministry of National Health Sciences. (Government of Pakistan, that's why their candidature was not considered by the Bank and recommended to re-advertise the position (**Annexure-B**)).

2 Furthermore, in accordance with the World Bank's virtual supervision mission letter dated 07.10.2020 (**Annexure-C**) and the agreed action plan, the following positions are required to be advertised.

7:-
i. Safety, Health Environmental & Quality Specialist.


ii. Gender Specialist.

iii. Social Development Specialist.

3. Terms of Reference (TOR) of these positions have been agreed with the bank as well as advertisement has been drafted (Annexure-D).

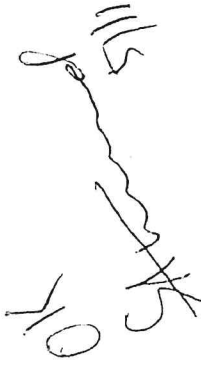
4. It is further informed that a selection committee is already notified by the SGA&CD vide notification of even No. dated 24-09-2020 (Annexure-E).

5. In this regard it is requested to approve Procurement/Contract Management Specialist position as recommended by the Bank along with positions mentioned in paragraph 2/n above as well as draft advertisement to be sent to Information Department, Government of Sindh, for publishing in the well circulated newspapers.


(IMRAN BHATTI)
PROJECT DIRECTOR
YELLOW LINE BRIS

6. MANAGING DIRECTOR, SMTA

05/11/2020

7. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT.

05/11/2020

17/11/20



Government of Sindh
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)

SELECTION OF PROFESSIONAL STAFF AS INDIVIDUAL CONSULTANTS / SPECIALISTS

Sindh Mass Transit Authority (SMTA) intends to hire qualified professionals against the following positions under Karachi Urban Mobility Project funded by the World Bank, initially for a period of one year (extendable subject to satisfactory performance and requirement of the Programme).

S. No.	Position	Qualification & Experience
1.	Safety, Health, Environment and Quality (SHE&Q) Specialist	<p>Minimum Bachelor's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Preferable Master's degree in Engineering, Environmental Sciences, Health Sciences or a related field from a recognized university. Foreign qualification will be considered an added advantage.</p> <ul style="list-style-type: none"> Specialized Training — ISO 9001-2015, Quality Management Systems, ISO-14001, Occupational Health & Safety, ISO-22000, Quality Assurance, or any other skills considered relevant for the position. Active Affiliations — Membership of recognized industry or Professional Organizations. At least 5 years of post-qualification relevant experience in Strategic Quality, Environment, Health and Safety, Planning/Designing, Implementing, Training, Monitoring and Evaluating SHE&Q related activities. Relevant international work experience as well as skills in Environmental Impact Assessments and Environmental Management Plans is an advantage. Experience of working infrastructure projects (consultancy + works) / Projects funded by donor agencies shall be preferred. <p>Master's Degree in Social Sciences, Gender and Development or Women's Studies, Management or related field.</p> <ul style="list-style-type: none"> Specialized Training — Gender Awareness/Sensitization, Gender Based Violence, Community Engagement, Strategies Development or any other skills considered relevant for the position. Active Affiliations — Membership of Recognized Industry or Professional Organizations. At least 5 years of post-qualification relevant experience including a minimum of 2 years of experience in a similar role is highly desirable.
2.	Gender Specialist	<p>Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree.</p> <ul style="list-style-type: none"> At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
3.	Social Development Specialist	<p>Master's Degree or equivalent in Social Sciences/development studies or other related fields. University degree in Applied Social Science e.g., Anthropology, Sociology, Economics, Development or Human Geography or other related fields combined with specialized experience in similar organizations may be considered in lieu of a Master's degree.</p> <ul style="list-style-type: none"> At least 10 years of experience in community engagement, planning, implementation and management of resettlement activities, and complaints resolution/grievance redress management. Experience in the preparation of, or assisting in the preparation of, at least 5 resettlement plans for infrastructure projects. Experience in urban settings would be an advantage. Strong knowledge of relevant Federal, Provincial, and local laws, standards, regulations, and policies such as those pertaining to land acquisition and resettlement, labour management and protection, special protection legislation, mechanisms and provisions pertaining to women and vulnerable and marginalized groups. Strong knowledge of the social safeguards policies and frameworks, and compliance requirements of IFIs (e.g. World Bank, Asian Development Bank, Asian Infrastructure Investment Bank, JICA etc.)
4.	Procurement/ Contract Management Specialist	<p>A Bachelor's degree in (Civil/Electrical/Mechanical) Engineering or equivalent. Master's degree in relevant discipline of Engineering or MBA/MSc/MA in Project/Procurement Management will be added advantage from HEC recognized university.</p> <ul style="list-style-type: none"> At least 10 years of hands-on experience in procurement of goods, and consultancies. Experience on donor-funded projects shall be an important advantage. Strong experience of contract management, particularly consultancy services contracts Hands-on experience on the Standard Procurement Documents such as PEC (Pakistan Engineering Council) and FIDIC specification and documents with special grip on legal sides. Excellent written and oral communication skills in both English and Urdu to develop and process complex technical documents, reports, papers and recommendations. Excellent computer skills including MS Office (Word, Excel, and PowerPoint), familiarity with WB Procurement Systems (STEP) or other similar Procurement Software is a plus.

➤ Only shortlisted candidates will be called for interview along with original documents. TA/DA shall not be admissible.

➤ Remuneration would be negotiable commensurate to qualification and experience of the candidate.

➤ Other public sector employees can also apply through proper channel.

➤ Interested candidates meeting the above criteria may apply by sending in the form of covering letter along with CV to yellowlinejobs@gmail.com or at the address mentioned below within 10 days of publication of this advertisement. Detailed Terms Of Reference for each position can be seen at <https://bit.ly/310eZbB>

➤ Maximum age limit is 50 years.

Daily Dawn Friday, 06 Nov. 2020 Page # 08

We are equal opportunity employer, women are encouraged to apply.

Project Director
Karachi Urban Mobility Project, Yellow Line BRTS
Sindh Mass Transit Authority (SMTA)
Block-2, Clifton, Near Billawal Chowrangl, Karachi
Ph: 021-99332207, Ext-12

INF-KRY No. 3039/2020



f Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

Wed, Dec 16, 2020 at 2:47 PM

Said Dahdah <sdadah@worldbank.org>
To: Project Director <pd.kmp.ylc@gmail.com>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>

Dear Mr. Imran,

Apologies for the delayed response but it is a while to go over all the candidates.

- I would like to confirm that current Domicile should not be a factor not to shortlist a candidate, obviously if selected he/she needs to establish a residency in Karachi and reside permanently in Karachi.
- Our rule of not shortlisting existing PLUS staff of other bank's financed projects in Pakistan remains the same. However since few of them indicated that they are leaving their current position anyway, then it is ok to interview them, BUT if selected you still need to get it cleared by us first so we double check their exact status. We don't want them to be pretending leaving their job so they get an interview with you. Ideally we would want them to have left their current job before the interview and without any guarantee from you that they will be selected for this job.

Based on the information you shared with us, we recommend the following candidates to be interviewed.

1. Environment Specialist Position

- Syed Jalal Abbas Jafri
- Raheel Ahmed
- Muhammad Ahmed
- Adnan Saleem Khan
- Zeeshan Khan Afridi
- Jibril Khalid Kidwai – His final selection will be pending on getting it approved by us since he is currently working on another WB project in Sindh
- Um-e-Aiman

2. Social Development Specialist

- Amir Hamza – His final selection will be pending his confirmation that he has completed his residency requirement for his PhD in China and that he will be able to manage his job while writing a PhD dissertation

3. Gender Specialist Position

- Human Ashar
- Nazia Mir
- Uzma Bano – Her final selection will be pending on getting it approved by us since she is currently working on another WB project in Karachi

4. Procurement Specialist

- ASAD RASOOL
- Tariq Haque
- Mohsen Islam Khan

We will proceed with the interviews and let us know the outcome so we meet with your selected candidate for each position before you extend them a job offer.

Best regards

Said

From: Project Director <pd.kmp.ylc@gmail.com>
Sent: Thursday, November 26, 2020 10:29 AM
To: Said Dahdah <sdadah@worldbank.org>
Cc: Hasan Afzal Zaidi <hzaidi@worldbank.org>, Haider Raza <hraza@worldbank.org>
Subject: CVs of Shortlisted Candidates for PCMS, GS, SDS and SHE&Q

[External]

Dear Mr. Said,

[Quoted text hidden]



GOVERNMENT OF SINDH
Karachi Mobility Project
(YELLOW LINE BRTS)
SINDH MASS TRANSIT AUTHORITY
TRANSPORT & MASS TRANSIT DEPARTMENT

Karachi, Dated: February 18, 2021

NOTE FOR THE SECRETARY
TRANSPORT & MASS TRANSIT DEPARTMENT, SINDH

SUBJECT: HIRING OF INDIVIDUAL CONSULTANTS/SPECIALISTS FOR KARACHI
URBAN MOBILITY PROJECT, YELLOW LINE BRTS.

Pursuant to the approval accorded by the worthy Secretary, Transport & Mass Transit Department, as at paragraph 10 on Karachi Mobility Project's (Yellow Line) note dated October 27, 2020, on the above mentioned subject (Annex-A), the second advertisement for the positions i.e. Safety, Health, Environment & Quality Specialist (SHE&Q), Social Development Specialist (SDS), Gender Specialist (GS), and Procurement/Contract Management Specialist (PCMS) was published in leading daily newspapers in the month of November 6, 2020. The deadline for receiving the applications was fixed as November 16, 2020. After that the Project Team received and sifted the applications for the respective posts viz. SHE&Q, SDS, GS and PCMS and shared with the World Bank to assist in short listing. The Bank examined the candidates' CVs and informed the Project Team accordingly on December 16, 2020. Following is the number of CVs received and shortlisted by the department and Bank respectively.

S.NO	POSITION	NO. OF CVs RECEIVED	NO. OF CANDIDATES SHORTLISTED.
1	Safety, Health, Environment & Quality Specialist	81	07
2	Social Development Specialist	50	01
3	Gender Specialist	27	03
4	Procurement/Contract Management Specialist	101	04
TOTAL		259	15

2. All the 15 candidates (shortlisted with the help of the Bank) were called to appear for the interviews, which took place on 29th December 2020 and 5th January 2021, before the Selection Committee, as notified vide Notification No. SOII (SGA&CD) 6-53/2020 dated 24.09.2020, (Annex-B).

The Committee comprised:

1.	Managing Director, Sindh Mass Transit Authority, (SMTA) Government of Sindh	Chairman
2.	Project Director, Project Management Team, BRTs Yellow Line.	Member/ Secretary
3.	Representative of Finance Department, Government of Sindh (not below BS-19 Officer)	Member
4.	Representative of SGA&C Department, Government of Sindh (not below BS-19 Officer)	Member
5.	Chief Consultant, Transport & Mass Transit Department, GoS	Member

Terms of Reference:

The Committee shall recommend for the selection of potential candidates of Karachi Urban Mobility Project Yellow Line BRTs, Sindh Mass Transit Authority, and Transport & Mass Transit Department.

3. The Committee interviewed the candidates based on their curriculum vitae as well as the qualification & skill-set they possessed. After completion of interviews and tabulation of marks awarded and keeping in view the criteria laid down by the department in agreement with the Bank, the committee prepared a merit list with recommendation for selection as specialists as well as the negotiated remuneration during the interview.

4. After completion of the interviews, the recommended candidates were invited for further assessment by the World Bank team on 02.02.2021, 05.02.2021 and 17.02.2021. The Bank's team assessed the candidates for their suitability for the project and issued a No Objection for the following candidates for final appointment as Project Specialists under the Karachi Mobility Project, Yellow Line BRTS, Project Management Team. (Copy of email attached)

S.No	Name of Candidate	Recommended Remuneration	Discipline
1.	Syed Jalal Abbas Jafri	250K	Safety, Health, Environment And Quality Specialist
2.	Amir Hamza	350K	Social Development Specialist
3.	Huma Ashar	250K	Gender Specialist
4.	Malik Zafar Iqbal	300K	Procurement/Contract Management Specialist

5. Based on the merit order recommended by the selection committee and further assessment by the World Bank Team approval is sought for appointing the selected candidates as mentioned in paragraph 4/n above.
6. It is further stated that the above mentioned positions are contractual in nature for a period of 12 months of which first three (3) months will be treated as probationary period and will be continued subject to performance. These specialists will be hired on market based salary and their financial implication will be catered from SMTA's existing budgetary allocation of Rs. 200 million FY 2020-21 as approved by the Honorable Chief Minister, Sindh vide summary No 61 dated January 24, 2020.
7. The Secretary Transport & Mass Transit Department, Sindh may kindly approve the proposal at paras- 5 to 6/above.

R# 20210222 01YL
Date: 22.02.2021
22.02.2021

8. MANAGING DIRECTOR, SMTA

[Signature]
22/02/2021

[Signature]
(IMRAN BHATTI) Ex. PCS
PROJECT DIRECTOR
YELLOW LINE BRTS

9. SECRETARY, TRANSPORT & MASS TRANSIT DEPARTMENT

As per paras 4 and 6, approved is

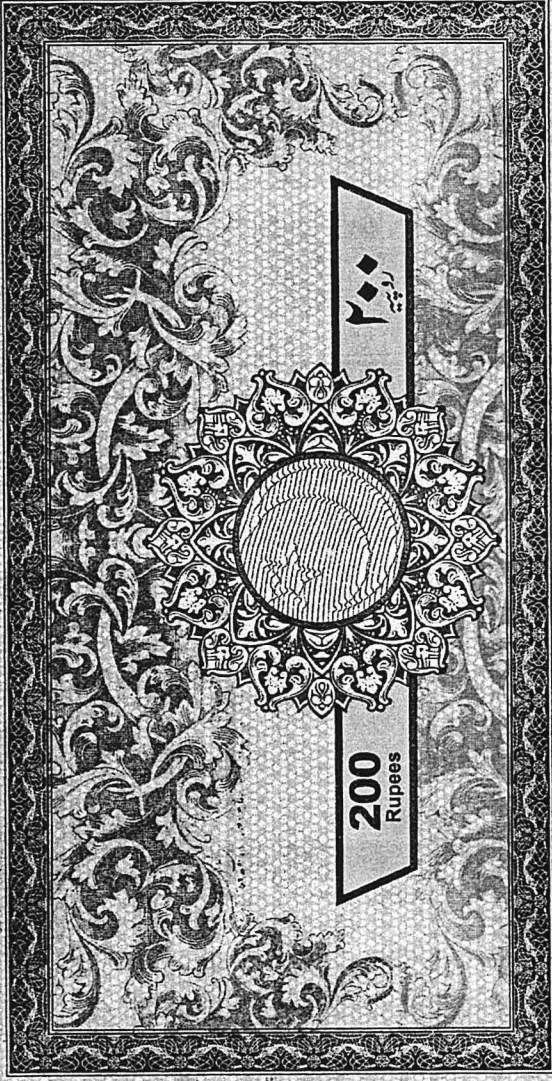
accorded.

[Signature]
24/02/2021

[Signature]
23/02/2021

PD Yellow Line

D564316



AL SULAIMAN DUTT STAMP VENDOR

Lic. No. 21, 15-2-A, Old Sudder Estate, F.B. Area, Karachi

S. NO. 043991

DATE 05 MAR 2000

ISSUED TO WITH ADDRESS

THROUGH WITH ADDRESS

PURPOSE

Value Rs.

Stamp Vendor Signature

RUPEES TWO HUNDRED ON

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f.-----, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Syed Jalal Abbas Jafri, hereinafter referred as the 'Individual Specialist' Safety, Health, Environment & Quality Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:A- Key Responsibilities

The major areas of responsibility for the Safety, Health, and Environment & Quality Specialist include:

The SHE&Q Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority and Projects it is managing and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free for all citizens.

404549



STAMP OFFICE CITY CHITRA, NAWA

Issued to: C. K. SinghCHC/LEG No. 1001Valid DSR No. 13 or 9-3-07On behalf of Chaitan No. 2222 Dr. Dr. 3-07for the purpose of 13 Dr. Dr. 3-07Entry No. 13 Dr. Dr. 3-07

(RUPEES FIVE THOUSAND ONLY)

The SHE&Q will have overall responsibility for ensuring SMTA's operations and development projects and will comply with all applicable federal and provincial laws, regulations, environmental policies and standards from the respective development partners that may finance or otherwise support these operations and projects.

B- KEY TASKS

- Serve as a focal person for the continuous improvement of comprehensive Environmental Health, Safety, and quality processes, procedures and programs; effectively communicate challenges, successes, and areas of concern with management when potential hazards and risks are identified in all areas of the BRT Corridors.
- Serve as a technical expert to advise management team and supervisors on the best methods to resolve SHE&Q concerns including engineering controls, administrative, and personal protective equipment.
- Evaluate and analyze trends, barriers to performance of safe work and root causes of accidents on bus stations, pedestrian crossings, bus routes, bus stops; develop action plans to control or eliminate organizational barriers and/or hazards in the workplace and corridor.
- Conduct workplace audits and inspections to identify and alleviate environmental factors and stresses affecting or potentially affecting the health and safety of employees; conduct ergonomic or this specific assessments; recommend equipment, procedures, assignments or others actions to alleviate identified problems or concerns.



57

404550



NOT LESS THAN FIVE THOUSAND ONLY

STAMP DUTY RECEIPT FOR SINDH MASS TRANSIT AUTHORITY

issued to: S. Faraz Memon
 TRC/REG No. 124
 A/c D.S.R. No. 22 Dt. 21.3.22
 On behalf of 500 (Signature No. 222) Dt. 21.3.22
 for the purpose of 13 Dt. 21.3.22
 Entry No. 13 Dt. 21.3.22

(Signature)
 2. Officer (Revenue)

- Plan, develop and conduct safety, occupational health and related training activities; attends or facilitates meetings to discuss safety concerns and practices; advises to SMTA staff on appropriate handling of safety or health situations.
- Interpret new regulations, determine their applicability to Sindh Mass Transit Authority and the Declared Project and devise strategies and procedures for compliance.
- Prepare audit and support management reports and correspondence related to SHE&Q program evaluation and performance measures; oversee the maintenance of required records and reports for Company reporting purposes.
- Introduce and effectively implement campaigns for the prevention and reduction of accidents and injuries, as well as for environmental protection in consultation with Communication Specialist.
- Facilitate and coordinate the preparation, approval and implementation of Environmental Impact Assessments (EIAs), Environmental Management Plans (EMPs), Environmental Audits and others environmental, health and safety due diligence documents as required.
- Serve as the interlocutor between the SMTA and the Sindh EPA and other environmental regulatory agencies at the Federal and Provincial level on the areas of your responsibility.
- Lead and organize meaningful and participatory stakeholder consultations on behalf of SMTA as required for all operations and development projects.

(Signature)

- Ensure the EMPs, health, safety plans and requirements are fully incorporated and embedded in bidding documents and civil works contracts as appropriate to ensure these requirements are fully budgeted for and implemented during construction.
- Perform other such duties that may be assigned from time to time.

DEMONSTRATION OF CORE COMPETENCIES:

- Strong knowledge of principles and practices of corporate sector. SHE&Q program management and administration.
- Knowledge of Federal, Provincial, and local laws, standards, regulations, and policies pertaining to environmental health and safety.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Ability to identify unsafe working conditions and to practice through on-site inspections.
- Ability to conduct accident and injury investigations and to undertake environmental health investigations and mitigation programs.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

TERMS & CONDITIONS:

WHISEAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Syed Jalal Abbas Jafri** as Safety, Health, Environment & Quality Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Sub-1

53

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from The term of this contract agreement is for a period up to only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II). No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project; (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: Remuneration:

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.
- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: Annual performance award and/or annual increment: Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA:** - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: Leave & Attendance: The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Calif

51

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:

Clause # I: The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II: If an individual Specialist remains absent from duty and fail to intimate/ inform his/his reporting officer for more than 5 days his/his contract agreement may be terminated immediately.

Clause # III: Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV: During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with him. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI: The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.



Clause #VII: The individual Specialist acknowledges that all information with respect to Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting him at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,

Dated: 17-03-2021

SIGNED BY:

Full Name and CNIC NO: SYED JALAL ABBAS JAFRI
(CNIC # 42101-6541114-1
0301-0212868)

SIGNED BY:

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorangi), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Muhammad Yousuf Noman (42101-7566001-7)

DIRECTOR INFRASTRUCTURE PROJECTS, SMTA

WITNESS# 2: Signature with Name, Designation & CNIC No.

Syed Farqam Ali Shah (42301-9260951-5)

DIRECTOR ADMIN & HR, SMTA

17/03/2021

D564316



M. SULAIMAN BUTT STAMP VENDOR

Lic. No. 23, H-2A, 67 Square Estate, P.O. Box 4063, Karachi

S. NO. 043991

DATE 05 MAR 2000

ISSUED TO WITH ADDRESS

THROUGH WITH ADDRESS

PURPOSE

Value Rs.

Stamp Vendor Signature

RUPEES TWO HUNDRED ONLY

CONTRACT AGREEMENT

This contract agreement is being executed w.e.f....., Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh under the World Bank - Technical Assistance (hereinafter called the "Client") and, therefore, SMTA act as the party of the First Part.

AND

Syed Jalal Abbas Jafri, hereinafter referred as the 'Individual Specialist' Safety, Health, Environment & Quality Specialist, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh for rendering services as per following Terms of References and Terms & Conditions (Article 01 to 04) to be adhered strictly during the term of the consultancy.

TERMS OF REFERENCES:**A- Key Responsibilities**

The major areas of responsibility for the Safety, Health, and Environment & Quality Specialist include:

The SHE&Q Specialist will identify potential risks related to Safety, Health, Environment and Quality of the Sindh Mass Transit Authority and Projects it is managing and formulate strategies for rectification to ensure that the Declared Project is a safe and hazard free for all citizens.

404549



(RUPEES FIVE THOUSAND ONLY)

STAMP OFFICE CITY OF KATHMANDU

Issued to: S. P. Singh
CHIEF LEG No. 12
vide DSR No. 12 of 2073
On behalf of Ministry of
for the purpose of 2073
Entry No. 13 of 2073

[Signature]

The SHE&Q will have overall responsibility for ensuring SMTA's operations and development projects and will comply with all applicable federal and provincial laws, regulations, environmental policies and standards from the respective development partners that may finance or otherwise support these operations and projects.

B- KEY TASKS

- Serve as a focal person for the continuous improvement of comprehensive Environmental Health, Safety, and quality processes, procedures and programs; effectively communicate challenges, successes, and areas of concern with management when potential hazards and risks are identified in all areas of the BRT Corridors.
- Serve as a technical expert to advise management team and supervisors on the best methods to resolve SHE&Q concerns including engineering controls, administrative, and personal protective equipment.
- Evaluate and analyze trends, barriers to performance of safe work and root causes of accidents on bus stations, pedestrian crossings, bus routes, bus stops; develop action plans to control or eliminate organizational barriers and/or hazards in the workplace and corridor.
- Conduct workplace audits and inspections to identify and alleviate environmental factors and stresses affecting or potentially affecting the health and safety of employees; conduct ergonomic or this specific assessments; recommend equipment, procedures, assignments or others actions to alleviate identified problems or concerns.

[Signature]

[Signature]

404550



FIFTY THOUSAND ONLY

STAMPED BY THE SINDH GOVT. NARAH

Issued to: S. Farid Memon
 INREG No. 124
 A/c D.S.R. No. 98 or 913-2
 On behalf of 22201 975-87
 for the purpose of 13 or 21.2.07
 Entry No. 13 or 21.2.07

2. Office Manager

- Plan, develop and conduct safety, occupational health and related training activities; attends or facilitates meetings to discuss safety concerns and practices; advises to SMTA staff on appropriate handling of safety or health situations.
- Interpret new regulations, determine their applicability to Sindh Mass Transit Authority and the Declared Project and devise strategies and procedures for compliance.
- Prepare audit and support management reports and correspondence related to SHE&Q program evaluation and performance measures; oversee the maintenance of required records and reports for Company reporting purposes.
- Introduce and effectively implement campaigns for the prevention and reduction of accidents and injuries, as well as for environmental protection in consultation with Communication Specialist.
- Facilitate and coordinate the preparation, approval and implementation of Environmental Impact Assessments (EIAs), Environmental Management Plans (EMPs), Environmental Audits and others environmental, health and safety due diligence documents as required.
- Serve as the interlocutor between the SMTA and the Sindh EPA and other environmental regulatory agencies at the Federal and Provincial level on the areas of your responsibility.
- Lead and organize meaningful and participatory stakeholder consultations on behalf of SMTA as required for all operations and development projects.

2. Office Manager

- 41
- Ensure the EMPs, health, safety plans and requirements are fully incorporated and embedded in bidding documents and civil works contracts as appropriate to ensure these requirements are fully budgeted for and implemented during construction.
 - Perform other such duties that may be assigned from time to time.

DEMONSTRATION OF CORE COMPETENCIES:

- Strong knowledge of principles and practices of corporate sector, SHE&Q program management and administration.
- Knowledge of Federal, Provincial, and local laws, standards, regulations, and policies pertaining to environmental health and safety.
- Strong knowledge of methods, techniques, and practices used in workforce training.
- Ability to identify unsafe working conditions and to practice through on-site inspections.
- Ability to conduct accident and injury investigations and to undertake environmental health investigations and mitigation programs.
- Research, interpret and apply technical information to prepare clear and concise management reports; apply logical supporting information to justify decisions and recommendations.
- Work with diverse groups to achieve desired results.
- Establish and maintain cooperative relations with others.

TERMS & CONDITIONS:

WHISEAS the Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to execute the agreement with above named individual under World Bank Technical operated through Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh, in accordance with the Legal & Financing Agreement with World Bank and their stated guidelines.

Article #01: Engagement of Services:

Clause # I: Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh has agreed to engage the services of **Mr. Syed Jalal Abbas Jafri** as Safety, Health, Environment & Quality Specialist and he has accepted the offer.

Clause #II: The individual Specialist would be placed at the disposal of Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA), Government of Sindh.

Clause # III: That above named individual Specialist shall perform his duties assigned to him by the Project Director, Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) (hereinafter called the "Duty Station") from time to time.

Clause # IV: This contractual offer/agreement is purely a consultancy contract on World Bank TA under the approved WB legal and financing agreement clauses with Government of Pakistan. The Specialist is not entitled to any Government benefits like pension, etc at any stage of this contract and even after the expiry of the contract. This consultancy cannot be converted/termed/used for any purpose of regularization on contractual or permanent basis or any kind of government service/ employment.

Calder

39

Article #02: Commencement of Engagement & Duration:

Clause # I: The term of engagement will commence from The term of this contract agreement is for a period up to only (Extendable on mutual and agreed term and conditions as contained in Article 03, Clause II). No intimation is binding upon Karachi Mobility Project, (Yellow Line BRTS) to inform Specialist about the completion of this contract term, in advance.

Clause # II: In case Specialist is interested to offer his services beyond the completion of instant contract term, he may put a request in writing at least 45 days but not less than 35 days, prior to the completion of his contract term. It is the prerogative of Karachi Mobility Project; (Yellow Line BRTS) PMT to either consider or reject such request without giving any reason thereof. Even in case, any consideration on extension request, if made, it is also subject to annual review assessments, approvals, NOL and availability of TA funds.

Article #03: Remuneration, Annual Performance Review, TA/DA, Leave, Taxation & Stamp Duty:

Clause #I: Remuneration:

- a) A fix monthly package of Rs. 250,000/- (Two Hundred Fifty Thousand Rupees) lump sum inclusive of all taxes. Incentives including provision of official laptop (subject to need and availability) and Internet facility within the office premises will be provided throughout the agreement period.
- b) The Specialist will be responsible to maintain internet facility outside the office premises by himself, as he is required to attend urgent official assignments in a timely manner. In case official laptop is not provided (due to any reason), the Specialist will himself arrange and bear its maintenance & depreciation cost.
- c) Effective completion of task(s) from any location outside office even on leave/public holiday(s) shall also be one of factors in determining the efficiency and responsiveness of individual Specialist during annual review assessment.

Clause # II: **Annual performance award and/or annual increment:** Will be subject to satisfactory annual review assessment based on successful deliveries of TORs and Quantifiable deliverables during the contract term and subject to contract extension beyond one year period. The assessment will be conducted by the reporting officer & subsequent authority as well. However, final approvals, NOL and availability of TA Funds are mandatory.

Clause #III: **TA/DA:** - No other facility and claim thereof will be entertained excluding TA/DA for movement on activities/assignments only outside the Karachi station (claim would be equivalent to basic scale 18). But this scale is only mentioned herein for the purpose of calculation of amount and cannot be treated/used in any other references).

Clause IV: **Leave & Attendance:** The individual Specialist may avail of max. 02 days casual leave (not as an entitlement) each month subject to prior approval of the reporting officer. Leave without prior permission will be considered violation of the contract. Leave and Attendance guidelines as per the standards applicable in government business, are applicable to the Specialist during the course of this engagement, along with any amendment made thereof. The track record of leave and attendance shall also be one of the factors under annual assessment review.

Calif

Clause V:

Taxation: The individual Specialist shall be responsible to pay taxes, duties, fees and other impositions as and when levied on his income, falling under this contract, under the laws of Islamic Republic of Pakistan (deductible at source). If any change in taxation policy is announced during the tenure of this contract then the same will be applicable from its effective date. No alteration / revision shall be made in the gross monthly remuneration amount during the contract period on account of change in taxation policy.

Clause VI:

Stamp Duty: The individual Specialist shall himself arrange the stamp duty papers to the amount equal to applicable government rate, on which this contract will be signed. The amount of duty shall be the total value of the contract i.e. monthly remuneration x duration of instant contract agreement.

Article #04: Termination:**Clause # I:**

The contract agreement may be terminated without giving any reasons through a written notice of one month by either party; in case of short notice period, one month remuneration will be forfeited.

Clause # II:

If an individual Specialist remains absent from duty and fail to intimate/ inform his/his reporting officer for more than 5 days his/his contract agreement may be terminated immediately.

Clause # III:

Regular non performing individual Specialist in respect to his assigned TORs and Quantified Deliverables is liable to contract termination with immediate effect. And if an individual Specialist commits a misconduct and with impartial enquiry is found guilty, his contract can be terminated with immediate effect or his term of contract agreement can be reduced from 01 to 03 months depending upon severity of the misconduct.

Clause # IV:

During the Terms of Engagement, individual Specialist shall devote required time and attention to the performance of the services and shall at all-time act with diligence and efficiency as and when required. He shall hand over all reports, Drawings, CDs, USBs, email messages or what-ever soft and hard material available with him. Individual shall also return (if any) vehicle, equipment and any given items to Karachi Mobility Project, (Yellow Line BRTS) PMT, upon termination or resignation or expiry of the contract. The clearance and experience certificate will only be issued upon receiving of all issued items in satisfactory condition. Payment of last monthly remuneration (either at termination, resignation, expiry- in case Specialist does not want to continue his services beyond stated term of contract or non-extension of the contract agreement) is subject to the issuance of clearance certificate from the reporting officer, and sections respectively.

Clause # V: Individual Specialist will not at any time of the contract term, make official decisions, on behalf of Sindh Mass Transit Authority (SMTA), Government of Sindh unless authorized by the reporting officer/competent authorities.

Clause # VI:

The individual Specialist undertakes that no relative under category I and II of W.B staff manual is working or attached with this World Bank program. Specialist also undertakes that in case any such information is found during the contract term, it will be terminated immediately.

Contents of following mentioned clauses are applicable during and even after the completion of the contract term. Any breach/violations made/occurred, will lead to termination of contract with immediate effect and Sindh Mass Transit Authority (SMTA) also reserves the right to initiate legal action against the individual Specialist in accordance with law/rules/regulations.



Clause #VII: The individual Specialist acknowledges that all information with respect to Karachi Mobility Project, Yellow Line BRTS including this project is proprietary and shall not be shared/ hoisted at any medium, without prior consent of the reporting officer as well as competent authority, with any individual or an entity outside the Transport and Mass Transit Department. And the individual shall also refrain from showcasing /highlighting him at any medium, with any such information/material, which was being collected/visited on official capacity but sharing/projecting it for oneself publicity, as if it was carried out in his private capacity.

Clause #VIII: The individual Specialist refrain from tempering and manipulating of official record/ data for utilizing it at different forums.

Clause# IX: The individual specialist refrain from leaking official and confidential information to any party/ individual outside Sindh Mass Transit Authority (SMTA).

Clause# X: Individual Specialist refrain from making any public comments against project (s), officers/officials/Specialists of Karachi Mobility Project, (Yellow Line BRTS), Sindh Mass Transit Authority (SMTA) and all the donor/development agencies.

Clause # XI: The individual Specialist refrain from using his institutional memory against the interest of Government of Sindh, Transport and Mass Transit Department, Karachi Mobility Project, (Yellow Line BRTS) PMT and all the development partners, during and even after the completion of the contract term.

Clause #XII: The individual Specialist is bound to refrain from indulging himself in any kind of political or religious activity including support and contributions of funds during performing of official duties.

Clause #XIII: This assignment is purely contract based and in no way individual specialist shall claim for any benefit other than provided in the contract.

IN WITNESS HEREOF, both parties agree to the terms of conditions of this agreement and by signing this it becomes a binding contract.

Karachi,

Dated: 17-03-2021

SIGNED BY:

Full Name and CNIC NO: SYED JALAL ABBAS JAFRI

(CNIC # 42101-6541114-1
0301-0212868)

SIGNED BY:

Mr. Imran Bhatti, Project Director, Karachi Mobility Project, Yellow Line BRTS, Sindh Mass Transit Authority (SMTA), House No.D-43/1, Shahrah-e-Ghalib, Block-2, Clifton, (near Bilawal Chorang), Karachi, Pakistan.

WITNESS# 1: Signature with Name, Designation & CNIC No.

Muhammad YOUSUF Noman (42101-7566001-7)

DIRECTOR INFRASTRUCTURE PROJECTS, SMTA

WITNESS# 2: Signature with Name, Designation & CNIC No.

Syed Yaqin Ali Shah (42301-9260951-5)

DIRECTOR ADMIN + HR, SMTA

17/03/2021



TOYOTA



DAIHAT

INDUS MOTOR COMPANY LTD.

Our Ref: IMC/C&B/19/0001
January 09, 2019

TO WHOM IT MAY CONCERN

This is to certify that Syed Jalal Abbas Jafri s/o Syed Asghar Abbas Jafri, Employee No. 6620 was in employment of Indus Motor Company Limited from May 15, 2017 to January 01, 2019 as Assistant Manager-I in Safety, Health and Environment Department.

Mr. Jalal resigned from the Company's service on his own accord.

We wish him all the success in his future endeavors.

For Indus Motor Company Ltd.,


Khuram Mahmood
General Manager
Human Resources.


:SA

Plot No. N.W.Z/1/P-1, Port Qasim Authority, Karachi.
Phone: (021) 34720041 - 48
Fax: (92-21) 34720036, 34720038, 34720039
(92-21) 34720054, 34720056

Postal Address:
Post Box No. 9005, Quaidabad Landhi,
Head Post Office, Karachi-75120

Islamabad Office: 1-B, 1st Floor, Awan Arcade,
Nazimuddin Road, Islamabad
Phone: (92-51) 2810222, 2810333, 2810300-01
Fax: (92-51) 2810302

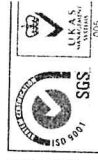
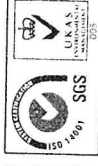


www.toyota-indus.com



EMC PAKISTAN PVT. LTD.

ENGINEERING & MANAGEMENT EXPERTS



Feb 27, 2018

To Whom It May Concern

This is to certify that Mr. Syed Jalal Abbas Jafri was working with EMC Pakistan Private Limited as a permanent employee since March 03, 2015 to April, 04, 2017. Following are his work details:

• Designation: Environmental Consultant

Start Date	End Date	Salary	Hours/Week	Location
03-03-2015	10-04-2017	50,000	40-48 hrs/week	EMC Pakistan Private Limited, Shahrah-e-Faisal, Karachi

His responsibilities as Environmental consultant involved

- Carrying out environmental impact assessments for a wide range of development projects.
- Carrying out Initial Environmental Examinations for a wide range of projects
- Implementing and preparing monitoring programs to reduce environmental damage and degradation which involves physical and chemical hazards.
- To prepare the necessary project documentation and prepare business presentations and proposals
- Evaluating habitat, wildlife and fisheries needs, and formulating short- and long-term management goals and objectives.
- Auditing and inspection of plans, workplaces, physical and chemical hazards, processes for the compliance of laws and regulation.
- Enforcing laws and regulations to conserve and protect fish and wildlife.
- Execute and Develop strategies and plans for better and appropriate disposal of commercial, household and industrial waste.
- Formulating, implementing and analyze occupational health and safety plans and environmental health management plans
- Guidance on administering legislation, enforcing programs for prevention, treatment of wastewater and disposal system, assessing water quality and hazardous and contaminated elements and reducing sea, air, noise and water pollution.
- Carrying out desk-based research to review previous investigations of a site and possibly undertaking field work, to identify previous activities on the site and any contamination
- Studying and analyzing pollution, atmospheric conditions, demographic characteristics, ecology, mineral, soil and water samples

Sincerely,

Saquib Ejaz Hussain.

General Manager.

EMC Pakistan Private Limited.

Email: Saquib@emc.com.pk

KARACHI

Suite No. 502, 5th Floor, Anum Estate,
Main Shahrah-e-Faisal, Opp. Duty Free Shop,
Karachi, Pakistan.

Tel: +92-21-34311466, +92-21-34321717,

Fax: 92-21-4311467

Email: mail@emc.com.pk, nadeem@emc.com.pk,

Website: www.emc.com.pk

ISLAMABAD

Suite No. 403, 4th Floor,
Green Trust Tower, Jimah Avenue, Sector F6,
Blue Area, Islamabad.

Tel: +92 51 8744155, +92 51 8744055

Email: mail@emc.com.pk, nadeem@emc.com.pk,

Website: www.emc.com.pk

DUBAI

Suite No. 1002, Yas Business Center, Al Barsha 1,
Behind Mall of Emirates, Dubai,
United Arab Emirates.

Tel: +971 4 261 6606

Email: mail@emc-gulf.com

Website: www.emc-gulf.com

INDUS MOTOR COMPANY LTD.

Our Ref: IMC/C&B/19/0001
January 09, 2019

TO WHOM IT MAY CONCERN

This is to certify that Syed Jalal Abbas Jafri s/o Syed Asghar Abbas Jafri, Employee No. 6620 was in employment of Indus Motor Company Limited from May 15, 2017 to January 01, 2019 as Assistant Manager-I in Safety, Health and Environment Department.

Mr. Jalal resigned from the Company's service on his own accord.

We wish him all the success in his future endeavors.

For Indus Motor Company Ltd.,


Khuram Mahmood
General Manager
Human Resources.

u
:SA

Plot No. N.W.Z/1/P-1, Port Qasim Authority, Karachi.
Phone: (021) 34720041 - 48
Fax: (92-21) 34720036, 34720038, 34720039
(92-21) 34720064, 34720066

Postal Address:
Post Box No. 9005, Quaidabad Landhi,
Head Post Office, Karachi-75120

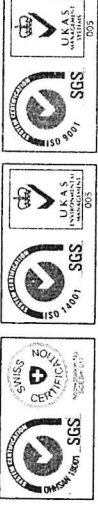
Islamabad Office: 1 B, 1st Floor, Awan Arcade,
Nazimuddin Road, Islamabad
Phone: (92-51) 2810222, 2810333, 2810300-01
Fax: (92-51) 2810302





EMC PAKISTAN PVT. LTD.

ENGINEERING & MANAGEMENT EXPERTS



Feb 27, 2018

To Whom It May Concern

This is to certify that Mr. Syed Jalal Abbas Jafri was working with EMC Pakistan Private Limited as a permanent employee since March 03, 2015 to April, 04, 2017. Following are his work details:

- Designation: Environmental Consultant

Start Date	End Date	Salary	Hours/Week	Location
03-03-2015	10-04-2017	50,000	40-48 hrs/week	EMC Pakistan Private Limited, Shahrah-e-Faisal, Karachi

His responsibilities as Environmental consultant involved

- Carrying out environmental impact assessments for a wide range of development projects.
- Carrying out Initial Environmental Examinations for a wide range of projects
- Implementing and preparing monitoring programs to reduce environmental damage and degradation which involves physical and chemical hazards.
- To prepare the necessary project documentation and prepare business presentations and proposals
- Evaluating habitat, wildlife and fisheries needs, and formulating short- and long-term management goals and objectives.
- Auditing and inspection of plans, workplaces, physical and chemical hazards, processes for the compliance of laws and regulation.
- Enforcing laws and regulations to conserve and protect fish and wildlife.
- Execute and Develop strategies and plans for better and appropriate disposal of commercial, household and industrial waste.
- Formulating, implementing and analyze occupational health and safety plans and environmental health management plans
- Guidance on administering legislation, enforcing programs for prevention, treatment of wastewater and disposal system, assessing water quality and hazardous and contaminated elements and reducing sea, air, noise and water pollution.
- Carrying out desk-based research to review previous investigations of a site and possibly undertaking field work, to identify previous activities on the site and any contamination
- Studying and analyzing pollution, atmospheric conditions, demographic characteristics, ecology, mineral, soil and water samples

Sincerely,



Saquib Ejaz Hussain.
General Manager.
EMC Pakistan Private Limited.
Email: Saquib@emc.com.pk

KARACHI

Suite No. 502, 5th Floor, Anum Estate,
Main Shahrah-e-Faisal, Opp. Duty Free Shop,
Karachi, Pakistan.

Tel: +92-21-34311466, +92-21-34321717,

Fax: 92-21-4311467

Email: mail@emc.com.pk, nadeem@emc.com.pk,
Website: www.emc.com.pk

ISLAMABAD

Suite No. 403, 4th Floor,
Green Trust Tower, Jinnah Avenue, Sector F6,
Blue Area, Islamabad.

Tel: +92 51 8744155, +92 51 8744055

Email: mail@emc.com.pk, nadeem@emc.com.pk,
Website: www.emc.com.pk

DUBAI

Suite No. 1002, Yas Business Center, Al Barsha 1,
Behind Mall of Emirates, Dubai,
United Arab Emirates.

Tel: +971 4 261 6606

Email: mail@emc-gulf.com
Website: www.emc-gulf.com

INDUS MOTOR COMPANY LTD.

Our Ref: IMC/C&B/19/0001
January 09, 2019

TO WHOM IT MAY CONCERN

This is to certify that Syed Jalal Abbas Jafri s/o Syed Asghar Abbas Jafri, Employee No. 6620 was in employment of Indus Motor Company Limited from May 15, 2017 to January 01, 2019 as Assistant Manager-I in Safety, Health and Environment Department.

Mr. Jalal resigned from the Company's service on his own accord.

We wish him all the success in his future endeavors.

For Indus Motor Company Ltd.,


Khuram Mahmood
General Manager
Human Resources.


:SA

Plot No. N.W.Z/1/P-1, Port Qasim Authority, Karachi.
Phone: (021) 34720041 - 48
Fax: (92-21) 34720036, 34720038, 34720039
(92-21) 34720054, 34720056

Postal Address:
Post Box No. 9005, Quaidabad Landhi,
Head Post Office, Karachi-75120

Islamabad Office: 1-B, 1st Floor, Awan Arcade,
Nazimuddin Road, Islamabad.
Phone: (92-51) 2810222, 2810333, 2810300-01
Fax: (92-51) 2810302



www.toyota-indus.com



EMC PAKISTAN PVT. LTD.

ENGINEERING & MANAGEMENT EXPERTS



Feb 27, 2018

To Whom It May Concern

This is to certify that Mr. Syed Jalal Abbas Jafri was working with EMC Pakistan Private Limited as a permanent employee since March 03, 2015 to April, 04, 2017. Following are his work details:

• Designation: Environmental Consultant

Start Date	End Date	Salary	Hours/Week	Location
03-03-2015	10-04-2017	50,000	40-48 hrs/week	EMC Pakistan Private Limited, Shahr-e-Faisal, Karachi

His responsibilities as Environmental consultant involved

- Carrying out environmental impact assessments for a wide range of development projects.
- Carrying out Initial Environmental Examinations for a wide range of projects
- Implementing and preparing monitoring programs to reduce environmental damage and degradation which involves physical and chemical hazards.
- To prepare the necessary project documentation and prepare business presentations and proposals
- Evaluating habitat, wildlife and fisheries needs, and formulating short- and long-term management goals and objectives.
- Auditing and inspection of plans, workplaces, physical and chemical hazards, processes for the compliance of laws and regulation.
- Enforcing laws and regulations to conserve and protect fish and wildlife.
- Execute and Develop strategies and plans for better and appropriate disposal of commercial, household and industrial waste.
- Formulating, implementing and analyze occupational health and safety plans and environmental health management plans
- Guidance on administering legislation, enforcing programs for prevention, treatment of wastewater and disposal system, assessing water quality and hazardous and contaminated elements and reducing sea, air, noise and water pollution.
- Carrying out desk-based research to review previous investigations of a site and possibly undertaking field work, to identify previous activities on the site and any contamination
- Studying and analyzing pollution, atmospheric conditions, demographic characteristics, ecology, mineral, soil and water samples

Sincerely,




Saqib Ejaz Hussain.

General Manager.

EMC Pakistan Private Limited.

Email: Saqib@emc.com.pk

KARACHI

Suite No. 502, 5th Floor, Anum Estate,
Main Shahr-e-Faisal, Opp. Duty Free Shop,
Karachi, Pakistan.

Tel: +92-21-34311466, +92-21-34321717,

Fax: 92-21-4311467

Email: mail@emc.com.pk, nadeem@emc.com.pk,

Website: www.emc.com.pk

ISLAMABAD

Suite No. 403, 4th Floor,
Green Trust Tower, Jinnah Avenue, Sector F6,
Blue Area, Islamabad.

Tel: +92 51 8744155, +92 51 8744055

Email: mail@emc.com.pk, nadeem@emc.com.pk,

Website: www.emc.com.pk

DUBAI

Suite No. 1002, Yas Business Center, Al Barsha 1,
Behind Mall of Emirates, Dubai,
United Arab Emirates.

Tel: +971 4 261 6606

Email: mail@emc-gulf.com

Website: www.emc-gulf.com

To,

May 3rd, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Subject: JOINING REPORT FOR THE POST OF SAFETY, HEALTH, ENVIRONMENT
& QUALITY SPECIALIST WITH EFFECT FROM 3RD MAY 2021.

Dear Sir,

In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 dated March 8, 2021, I the undersigned, bearing CNIC NO: 42101-6541114-I do hereby submit my joining report with immediate effect as Safety, Health, Environment & Quality Specialist in Sindh Mass Transit Authority (SMTA) with effect from Monday, May 3rd, 2021.

Therefore, kindly consider my joining w.e.f **May 3rd, 2021.**

Best Regards .



Syed Jalal Abbas Jafri,
Safety, Health, Environment & Quality Specialist
Sindh Mass Transit Authority
Contact: 0301-0212868

To,

Thursday, March 11, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Sub: ACCEPTANCE OF OFFER ORDER.

Dear Sir,


In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 for the position of Safety, Health, and Environment & Quality Specialist in your esteemed organization, I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Moreover, at my current employment at "Lucky Motor Corporation", I am bound to serve one and a half month (1.5) months notice period. Failing to do so, I will not be able to get gratuity and due bonuses. The sum of which is approximately one million.

Therefore, it is a request to kindly consider and allow me to serve the notice period.

Kind Regards


Syed Jalal Abbas Jafri


11/3/21
APC
APC

To,

Thursday, March 11, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Sub: ACCEPTANCE OF OFFER ORDER.

Dear Sir,


In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 for the position of Safety, Health, and Environment & Quality Specialist in your esteemed organization, I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Moreover, at my current employment at "Lucky Motor Corporation". I am bound to serve one and a half month (1.5) months notice period. Failing to do so, I will not be able to get gratuity and due bonuses. The sum of which is approximately one million.

Therefore, it is a request to kindly consider and allow me to serve the notice period.

Kind Regards


Syed Jalal Abbas Jafri


Syed Jalal Abbas Jafri

To, :

Thursday, March 11, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Sub: ACCEPTANCE OF OFFER ORDER.

Dear Sir,


In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 for the position of Safety, Health, and Environment & Quality Specialist in your esteemed organization. I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Moreover, at my current employment at "Lucky Motor Corporation". I am bound to serve one and a half month (1.5) months notice period. Failing to do so, I will not be able to get gratuity and due bonuses. The sum of which is approximately one million.

Therefore, it is a request to kindly consider and allow me to serve the notice period.

Kind Regards


Syed Jalal Abbas Jafri


Syed Jalal Abbas Jafri

To,

Thursday, March 11, 2021

The Project Director,
Yellow Line BRTS,
Sindh Mass Transit Authority,
Government of Sindh,
Karachi.

Sub: ACCEPTANCE OF OFFER ORDER.

Dear Sir,


In reference to your offer letter No. PD/YLC/SMTA/2021/03/104 for the position of Safety, Health, and Environment & Quality Specialist in your esteemed organization, I am immensely pleased to accept the offer and acknowledge the same. I sincerely thank you for believing in me and offering this position. I will be submitting all required document on my joining date.

Moreover, at my current employment at "Lucky Motor Corporation". I am bound to serve one and a half month (1.5) months notice period. Failing to do so, I will not be able to get gratuity and due bonuses. The sum of which is approximately one million.

Therefore, it is a request to kindly consider and allow me to serve the notice period.

Kind Regards


Syed Jalal Abbas Jafri


11/03/2021.
Syed Jalal Abbas Jafri



Syed Jalal Abbas Jafri

has this day been admitted by the Council to the Degree of

Master of Environmental Science

The Common Seal of the University was affixed hereto on

16 December 2014

in the pursuance of a Resolution of the Council as witness the hands of

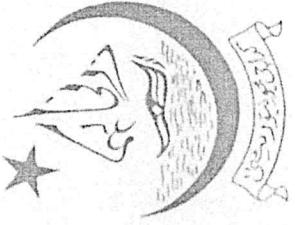

Chancellor



Secretary to Council
in whose presence the seal was affixed



Seat No. 0712075



سیٹ نمبر ۰۷۱۲۰۷۵

کراچی یونیورسٹی University of Karachi

FACULTY OF SCIENCE

Bachelor of Science (Honours)

کلیۃ علوم

بی۔ ایس سی (امتیازی)

شہداء جعفری
(صفیہ)

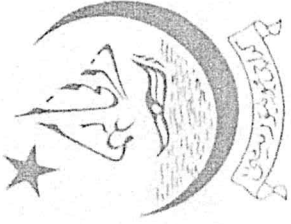
Whereas STED JAMAL ABBAS JAFRI S/O
STED ASGHAR ABBAS JAFRI

ہرگاہ
شہداء جعفری

has pursued a course of study prescribed
by this University for the Degree of
Bachelor of Science (Honours) in the
Faculty of Science and has passed

نے گزرا علوم کے تحت بی۔ ایس سی (امتیازی)
کی سند کے لیے اس جامعہ کے منظورہ نصاب کی تکمیل
کر اور امتحان میں کامیاب ہو کر

Seat No. 0712075



سیٹ نمبر ۰۷۱۲۰۷۵

کراچی یونیورسٹی University of Karachi

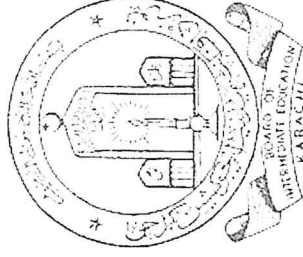
FACULTY OF SCIENCE

کلیۃ علوم

D.96 B211534

ROLL NO 163363

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
 بَیِّنَنَامَ



Higher Secondary Certificate 2007

This is to certify that Syed Jalal Abbas Jafri
 Son/Daughter of Syed Asghar Abbas Jafri

has successfully completed the HIGHER SECONDARY CERTIFICATE

EXAMINATION of this Board in Science Group held in

the month of May 2007 as a Regular/Private Candidate in the

subjects mentioned below and has been placed in B GRADE

by securing 729 MARKS in the Aggregate of 1000/1200/200.

(a) Compulsory Subjects:

Normal I & II

1. Urdu
 Easy Text / N.M.T. / Spelli
 History and Culture of Pakistan
 Pakistan Studies (For Foreigners)

2. English
 Normal / Advanced

3. Islamic Education / Fiqer (c)

4. Pakistan Studies (c)

Karachi, Pakistan

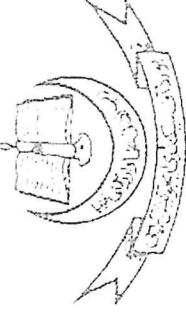
Dated, the

24th September 2011

SECRETARY

(This Certificate is issued without any alteration or erasing.)

Roll No. 20030303



Roll No.

INDUS MOTOR COMPANY LTD.

Our Ref: IMC/C&B/19/0001
January 09, 2019

TO WHOM IT MAY CONCERN

This is to certify that Syed Jalal Abbas Jafri s/o Syed Asghar Abbas Jafri, Employee No. 6620 was in employment of Indus Motor Company Limited from May 15, 2017 to January 01, 2019 as Assistant Manager-I in Safety, Health and Environment Department.

Mr. Jalal resigned from the Company's service on his own accord.

We wish him all the success in his future endeavors.

For Indus Motor Company Ltd.,


Khuram Mahmood
General Manager
Human Resources.

//
:SA

Plot No. N.W./1/P-1, Port Qasim Authority, Karachi.
Phone: (021) 34720041 - 48
Fax: (92-21) 34720036, 34720038, 34720039
(92-21) 34720054, 34720056

Postal Address:
Post Box No. 9005, Quaidabad Landhi,
Head Post Office, Karachi-75120

Islamabad Office: 1-B, 1st Floor, Awan Arcade,
Nazimuddin Road, Islamabad.
Phone: (92-51) 2810222, 2810333, 2810300-01
Fax: (92-51) 2810302



www.toyota-indus.com



EMC PAKISTAN PVT. LTD.

ENGINEERING & MANAGEMENT EXPERTS



Feb 27, 2018

To Whom It May Concern

This is to certify that Mr. Syed Jalal Abbas Jafri was working with EMC Pakistan Private Limited as a permanent employee since March 03, 2015 to April, 04, 2017. Following are his work details:

- Designation: Environmental Consultant

Start Date	End Date	Salary	Hours/Week	Location
03-03-2015	10-04-2017	50,000	40-48 hrs/week	EMC Pakistan Private Limited, Shahrah-e-Faisal, Karachi

His responsibilities as Environmental consultant involved

- Carrying out environmental impact assessments for a wide range of development projects.
- Carrying out Initial Environmental Examinations for a wide range of projects
- Implementing and preparing monitoring programs to reduce environmental damage and degradation which involves physical and chemical hazards.
- To prepare the necessary project documentation and prepare business presentations and proposals
- Evaluating habitat, wildlife and fisheries needs, and formulating short- and long-term management goals and objectives.
- Auditing and inspection of plans, workplaces, physical and chemical hazards, processes for the compliance of laws and regulation.
- Enforcing laws and regulations to conserve and protect fish and wildlife.
- Execute and Develop strategies and plans for better and appropriate disposal of commercial, household and industrial waste.
- Formulating, implementing and analyze occupational health and safety plans and environmental health management plans
- Guidance on administering legislation, enforcing programs for prevention, treatment of wastewater and disposal system, assessing water quality and hazardous and contaminated elements and reducing sea, air, noise and water pollution.
- Carrying out desk-based research to review previous investigations of a site and possibly undertaking field work, to identify previous activities on the site and any contamination
- Studying and analyzing pollution, atmospheric conditions, demographic characteristics, ecology, mineral, soil and water samples

Sincerely,

Saquib Ejaz Hussain.
General Manager.
EMC Pakistan Private Limited.
Email: Saquib@emc.com.pk

KARACHI

Suite No. 502, 5th Floor, Anum Estate,
Main Shahrah-e-Faisal, Opp. Duty Free Shop,
Karachi, Pakistan.
Tel: +92-21-34311466, +92-21-34321717.
Fax: 92-21-4311467
Email: mail@emc.com.pk, nadeem@emc.com.pk.
Website: www.emc.com.pk

ISLAMABAD

Suite No. 403, 4th Floor,
Green Trust Tower, Jinnah Avenue, Sector F6,
Blue Area, Islamabad.
Tel: +92 51 8744155, +92 51 8744055
Email: mail@emc.com.pk, nadeem@emc.com.pk.
Website: www.emc.com.pk

DUBAI

Suite No. 1002, Yas Business Center, Al Barsha 1,
Behind Mall of Emirates, Dubai,
United Arab Emirates.
Tel: +971 4 261 6606
Email: mail@emc-gulf.com
Website: www.emc-gulf.com

